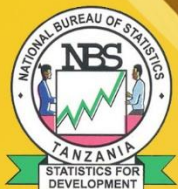




THE UNITED REPUBLIC OF TANZANIA

TANZANIA FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY

2023/24 ANALYTICAL REPORT



July, 2025





The United Republic of Tanzania

TANZANIA FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2023/24

ANALYTICAL REPORT

Ministry of Finance

National Bureau of Statistics

Tanzania

and

Presidents' Office - Finance and Planning

Office of the Chief Government Statistician

Zanzibar

July, 2025





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Foreword

This report presents results of the 2023/24 Tanzania Formal Employment and Earnings Survey (EES) conducted by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician Zanzibar (OCGS). The Survey enquired about status of employment and earnings with reference to 30th June 2024. This was the second joint annual survey conducted between Mainland Tanzania and Tanzania Zanzibar. The scope of this survey covers all formal sector establishments in public sector, all private establishments employing at least 50 employees and a sample of private sector establishments employing between 5 and 49 employees. On the other hand, it excludes employment in military and diplomatic missions stationed in Tanzania.

The main objective of this survey is to provide information relating to status of employment and earnings in the country across diverse sectors of the economy. The Survey is designed to provide estimates of 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 reliable source of information showing the distribution of income and number of employees, as well as newly recruited workers and job vacancies in the formal sector of employment at regional level. Results of this Survey provides valuable and evidence-based insights for planners, policy makers, researchers and other users dealing with employment and related issues.

The success of this survey depended on cooperation and contribution of several groups of stakeholders and individuals during various stages of implementation. We would like to recognize the efforts of the Directorate of Population Census and Social Statistics; particularly the department of Labour and Price Statistics; Social Statistics Department; especially Division of Gender and Labour Statistics, the Statistical Business Register (SBR) unit, Census for Registered Establishments (CRE) coordination and Regional Statistical Managers (RSMs) under the Department of Coordination and Field Operations. I would also like to express my sincere appreciation to staff from the Prime Minister's Office - Labour, Youth, Employment and Persons with Disabilities as described in annex A1.1 for their dedication and commitment which led to successful completion of data collection and report preparation.

In addition, I would like to extend gratitude to respondents, particularly employers who supplied the requested information. NBS and OCGS looks forward to their continuing cooperation and support in future surveys.

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



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Executive Summary

The Employment and Earnings Survey (EES) is an annual survey targeting the formal employment sector in Tanzania. Its goal is to gather accurate statistics on employment and earnings, as well as socio-economic characteristics of the labour market. This information aids in creating and monitoring policies that promote economic growth across various sectors. Employment and Earnings Surveys focuses on seven main areas namely; Employment Profile: An overview of employment status and trends; Wage Rate Profile: Information on wage levels and variations; Cash Earnings Profile: Details about actual earnings received by workers; Annual Wage Bill Profile: Insights into total wages paid by employers; Newly Recruited Workers: Data on new hires in the labour market and Job Vacancies; Information about available job positions; and Summary of Key Findings, Policy Implications and Recommendations. The Survey is conducted by the National Bureau of Statistics (NBS) under the authority of the Statistics Act Cap 351 and the Office of the Chief Government Statistician, Zanzibar under the authority of the Statistics Act Cap 351 Act No 9. The EES serves as a crucial tool for understanding the dynamics of the workforce and informing policy decisions.

Employment Profile

The findings on employment profile reveal that the total number of employees in the formal sector are 4,073,887 (3,990,457 employees in Mainland Tanzania and 83,430 employees in Tanzania Zanzibar). Private sector is the major employers with 2,853,566 employees compared to 1,220,322 employees in the public sector. There are 3,572,331 regular employees and 501,556 casual employees for the year 2023/24. Manufacturing industry has the largest share of total employment with 17.7 percent in 2023/24 followed by education (15.9%), while public administration, defense and compulsory social security is third with 11.9 percent. It is also indicated that youth regular employees have the highest share of regular employees (61.0 percent) compared to adult (39.0 percent) in regular employment. Also, the results reveal that out of 3,572,331 regular employees in the formal sector in 2023/24, there are 19,541 employed persons with disability (12,295 males and 7,245 females). Among the employed disabled persons, public sector has employed a larger proportion of persons with disability (67.5 percent) compared to private sector with 32.5 percent. The result reveals that overall, Dar es Salaam region has the largest proportion of the total

employees (33.7%) in 2023/24, followed by Morogoro with 7.3 percent and Arusha (5.6%).

Wage Rates Profile

Regarding the wage rates of employees in the formal sector the findings show that, overall, in 2023/24 majority of regular citizen employees with permanent contract (42.5%) earn monthly wages above TZS 700,000, with relatively larger share in public sector (60.6%) compared to private sector (24.9%). Activities of professional, scientific and technical activities have the highest proportion of employees with permanent contract earning higher wages - above TZS 700,000 (71.8%) followed by financial and insurance activities (69.5%).

Cash Earnings Profile

Results indicate that, overall monthly average cash earnings for employees in formal sector in the United Republic of Tanzania (URT) is TZS 609,354. Monthly average cash earnings are higher for employees in the public sector than in private sector, with average monthly cash earnings in public sector (1,273,395) being about twice as much as in private sector (TZS 549,373). With respect to sex differentials in earnings, results show that there are no pronounced differences between average monthly cash earnings of males and females.

Sector-wise, findings indicate that, average monthly cash earnings for employees in central and local governments; and in parastatal organizations are nearly equal, just above one million shillings. For the private sector, average monthly cash earnings are highest for employees in nonprofit institutions (TZS 606,989) and lowest for those working in cooperatives (TZS 482,527).

With respect to industries, findings indicate that, the industry of financial and insurance activities have the largest average monthly cash earnings (TZS 1,346,772) followed by employees in public administration and defense; and compulsory social security activities (TZS 1,228,899). On the other hand, employees in accommodation and food service activities have the lowest average monthly cash earnings in 2023/24.

Total annual cash earnings of employees in the URT is TZS 36.6 trillion. Industries with largest contribution to total annual cash earnings are education; public administration and defense; compulsory social security; and manufacturing.

Annual Wage Bill Profile

Analysis indicates that annual wage bill spent for employees in public and private sectors for the United Republic of Tanzania is 37,017 billion in 2023/24. Furthermore, private sector spent higher annual wage bill (TZS 21,085 billion) compared to public sector (TZS 15,933 billion).

Results also depict that education Industry has the largest share (22.2 percent) of annual wage bill in 2023/24 followed by public administration and defense; compulsory social security industry with 16.5 percent and manufacturing with 8.5 percent. On the other hand, real estate industry has the lowest share of wage bill (0.3 percent) followed by arts, entertainment and recreation with 0.6 percent.

For Mainland Tanzania, the regions with the largest share of annual wage bill are Dar es Salaam (31.9%), followed by Morogoro and Arusha with 7.2 percent and 5.2 percent respectively. Region with the lowest annual wage bill share is Katavi with 0.7 percent. In Tanzania Zanzibar, Mjini Magharibi has the largest annual wage bill share (62.0 percent) and the lowest share is recorded in Kaskazini Pemba (2.1 percent). Generally, larger annual wage bill in the regions coincides with larger levels of employment in these regions.

Newly Recruited Workers

Findings reveal that there is a total of 364,787 new workers recruited in the formal sector of URT of which 155,792 (42.7 percent) is due to newly created posts and existing vacant positions accounted for the rest (208,995 employees, 57.3 percent). Among the total newly recruited employees, there are more males (186,990) than females (177,797). Across sector, most of the newly recruited workers (268,236) are in the private formal sector as compared to public sector (96,551).

In additional the findings shows that the largest proportion of the newly recruited workers (26.7%) are in the occupation category of service workers and shop sales

workers followed professional's category (17.5%). On the other hand, the occupation category of legislators, administrators and managers has the smallest proportion of the newly recruited workers (2.2%).

Job Vacancies

Analysis for job openings in the formal sector for URT show that job vacancies in 2023/24 are mostly for technicians and associate professionals (49.0%), followed by professionals (34.2%). In addition, majority of job vacancies (87.2 percent) did not require any previous working experience with most of such vacancies being in occupational category of technicians and associate professionals (44.1%) and professionals (30.3%).

It is also indicated that, smallest proportion of vacancies (0.2%) required work experience of more than five years. Furthermore, findings indicates that largest proportion of the reported job vacancies (91.1%) did not indicate requirement of any sex preference. However, 4.6 percent vacancies preferred male employees while 4.3 percent vacancies preferred female employees. The occupation of craft and related workers as well plant and machine operators and assembler had larger number of vacancies that preferred male candidates with 82.1 percent and 52.7 percent respectively.

Key Findings

SN	Indicators	URT	TZM	ZNZ
1	Employment Profile			
	Total employment	4,073,887	3,990,457	83,430
	Adult Male	948,526	928,911	19,615
	Adult Female	554,543	534,746	19,797
	Youth Male	1,517,085	1,493,071	24,014
	Youth Female	1,053,734	1,033,730	20,004
2	Employment by Sector			
	Private Sector	2,853,566	2,816,850	36,716
	Profit Making Institutions	2,500,649	2,465,120	35,529
	Non-profit Making Institutions	311,445	310,358	1,087
	Cooperatives	41,471	41,371	100
	Public Sector	1,220,322	1,173,608	46,714
	Central and Local Government	1,114,462	1,076,178	38,284
	Parastatal Organizations	105,860	97,430	8,430
3	Total Employment by Category of Employment			
	Regular Employees	3,572,331	3,495,715	76,616
	Casual Employees	501,556	494,742	6,814
4	Regular Employment by Citizenship			
	Citizen	3,548,840	3,473,056	75,784
	Non-citizen	23,492	22,660	832
5	Employment for Selected Industries			
	Agriculture, forestry and fishing	189,849	188,202	1,647
	Mining and quarrying	79,160	78,819	341
	Manufacturing	721,386	718,843	2,543
	Construction	119,569	115,646	3,923
	Transportation and storage	136,686	134,518	2,168
	Education	649,733	624,716	25,017
6	Employment for Selected Regions			
	Dar es Salaam	1,371,640	1,371,640	
	Morogoro	299,236	299,236	
	Arusha	227,663	227,663	
	Kilimanjaro	193,237	193,237	
	Mbeya	184,391	184,391	
	Lindi	56,095	56,095	
	Tanga	189,316	189,316	
	Mjini Magharibi	46,710		46,710
7	Distribution of Regular Citizen Employees by Sector and Wage Rates			
	Private	2,370,999	2,341,778	29,221

SN	Indicators	URT	TZM	ZNZ
	Up to TZS 299,999	1,017,199	1,011,428	5,771
	TZS 300,000 – 699,999	876,145	855,241	20,904
	Above TZS 700,000	477,655	475,109	2,546
	Public	1,177,841	1,131,278	46,563
	Up to TZS 299,999	460	0	460
	TZS 300,000 – 699,999	478,856	458,981	19,875
	Above TZS 700,000	698,525	672,297	26,228
8	Annual Cash Earnings (TZS Million) by Sector	36,683,578	35,691,897	991,680
	Private	20,738,576	20,452,964	285,613
	Public	15,945,001	15,238,934	706,068
9	Monthly Average Cash Earnings (TZS) by Sector and Sex			
	Private (Both Sexes)	549,373	550,887	648,248
	Male	571,368	572,520	693,664
	Female	579,451	581,456	575,376
	Public (Both Sexes)	1,273,395	1,269,611	1,259,557
	Male	1,320,443	1,314,684	1,417,965
	Female	1,187,599	1,184,588	1,130,077
10	Monthly Average Cash Earnings per Employee (TZS) for Selected Industries			
	Public administration and defense; compulsory social security	1,228,899	1,224,043	1,399,271
	Education	931,557	963,156	812,367
	Human health and social work activities	637,127	640,027	967,313
	Professional, scientific and technical activities	1,018,201	1,022,489	1,555,327
11	Total Annual Wage Bill (TZS. Millions)			
	Total Annual Wage Bill by sector	37,017,192	36,124,291	892,902
	Private	21,084,596	20,819,115	265,481
	Public	15,932,596	15,305,175	627,421
12	Total Newly Recruited Workers			
	Newly Recruited Workers by Occupation			
	Legislators, administrators and managers	8,108	8,061	47
	Professionals	63,822	62,916	906
	Technicians and Associate professionals	58,208	56,675	1,533
	Plant and machine operators and assemblers	13,653	13,576	77
	Clerks	17,766	17,597	169
	Newly Recruited Workers by Level of Education			
	Tertiary University	68,891	67,839	1,052
	Tertiary Non –University	129,842	127,552	2,290
	Vocational education	20,756	20,625	131
	Secondary Education	91,539	91,145	394
	Primary Education	52,966	52,938	28

SN	Indicators	URT	TZM	ZNZ
	<i>Newly Recruited Workers for Selected Regions</i>			
	Dar es Salaam	61,621	61,621	
	Morogoro	34,678	34,678	
	Arusha	3,617	3,617	
	Kilimanjaro	12,141	12,141	
	Mbeya	30,664	30,664	
	Mtwara	2,854	2,854	
	Mjini Magharibi	2,126		2,126
13	Total Number of Vacancies			
	<i>Job Vacancies by Occupation</i>			
	Legislators, administrators and managers	5,850	5,837	13
	Professionals	182,551	179,232	3,319
	Technicians and associate professionals	261,006	259,208	1,798
	Service workers and shop sales workers	24,434	24,288	146
	Clerks	20,133	19,916	217
	<i>Number of Job Vacancies by Work Experience</i>			
	No Work Experience Required	467,714	463,603	4,111
	1-2 years	52,064	50,456	1,608
	3-4 years	12,216	12,049	167
	5 or more years	1,007	922	85
	<i>Number of Job Vacancies by Reasons</i>			
	Fell vacant/Replacement	472,942	468,468	4,474
	New Position	60,060	58,563	1,497

Trends of Selected Employment and Earnings Indicators; Mainland Tanzania

SN	Indicators	2022/23	2023/24
1	Employment Profile		
	Total employment	3,635,755	3,990,457
	Adult Male	700,132	928,911
	Adult Female	435,427	534,746
	Youth Male	1,589,223	1,493,071
	Youth Female	910,973	1,033,730
2	Employment by Sector		
	Private Sector	2,540,029	2,816,850
	Profit Making Institutions	2,209,593	2,465,120
	Non-profit Making Institutions	304,758	310,358
	Cooperatives	25,677	41,371
	Public Sector	1,095,726	1,173,608
	Central and Local Government	1,040,944	1,076,178
	Parastatal Organizations	54,782	97,430
3	Total Employment by Category of Employment		
	Regular Employees	3,313,909	3,495,715
	Casual Employees	321,846	494,742
4	Regular Employment by Citizenship		
	Citizen	3,285,624	3,473,056
	Non-citizen	25,120	22,660
5	Employment for Selected Industries		
	Agriculture, forestry and fishing	154,892	188,202
	Mining and quarrying	68,776	78,819
	Manufacturing	499,781	718,843
	Construction	79,363	115,646
	Transportation and storage	80,645	134,518
	Education	527,626	624,716
6	Employment for Selected Regions		
	Dar es Salaam	1,232,637	1,371,640
	Morogoro	296,178	299,236
	Arusha	192,139	227,663
	Kilimanjaro	152,239	193,237
	Mbeya	175,122	184,391
	Lindi	54,619	56,095
	Tanga	162,156	189,316
	Dodoma	124,389	131,344
7	Annual Cash Earnings (TZS Million) by Sector	30,054,245	35,691,897
	Private	15,361,216	20,452,964
	Public	14,693,029	15,238,934

SN	Indicators	2022/23	2023/24
8	Monthly Average Cash Earnings (TZS) by Sector and Sex		
	Private (Both Sexes)	509,269	550,887
	Male	527,711	572,520
	Female	509,973	581,456
	Public (Both Sexes)	1,222,837	1,269,611
	Male	1,282,380	1,314,684
	Female	1,144,692	1,184,588
9	Monthly Average Cash Earnings per Employee (TZS) for Selected Industries		
	Public administration and defense; compulsory social security	1,181,995	1,224,043
	Education	892,832	931,557
	Human health and social work activities	507,922	640,027
	Professional, scientific and technical activities	918,617	1,018,201
10	Total Annual Wage Bill (TZS. Millions)		
	Total Annual Wage Bill by sector	34,863,441	34,886,583
	Private	19,927,135	20,073,394
	Public	14,936,306	14,813,188

Trends of Selected Employment and Earnings Indicators; Tanzania Zanzibar

SN	Indicators	2022/23	2023/24
1	Employment Profile		
	Total employment	82,225	83,430
	Adult Male	18,155	19,615
	Adult Female	19,127	19,797
	Youth Male	25,439	24,014
	Youth Female	19,504	20,004
2	Employment by Sector		
	Private Sector	37,505	36,716
	Profit Making Institutions	34,120	35,529
	Non-profit Making Institutions	2,123	1,087
	Cooperatives	1262	100
	Public Sector	44,720	46,714
	Central and Local Government	37,867	38,284
	Parastatal Organizations	6,853	8,430
3	Total Employment by Category of Employment		
	Regular Employees	76,217	76,616
	Casual Employees	6,008	6,814
4	Regular Employment by Citizenship		
	Citizen	75,447	75,784
	Non-citizen	770	832
5	Employment for Selected Industries		
	Agriculture, forestry and fishing	2,083	1,647
	Mining and quarrying	313	341
	Manufacturing	2,825	2,543
	Construction	4,620	3,923
	Transportation and storage	2,185	2,168

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SN	Indicators	2022/23	2023/24
	Education	22,060	25,017
6	Employment for Selected Regions		
	Mjini Magharibi	46,085	46,710
	Kaskazini Unguja	10,620	9,411
	Kusini Unguja	11,612	12,034
	Kaskazini Pemba	3,017	2,615
	Kusini Pemba	10,891	12,660
7	Annual Cash Earnings (TZS Million) by Sector	704,527	991,680
	Private	244,904	285,613
	Public	459,622	706,068
8	Monthly Average Cash Earnings (TZS) by Sector and Sex		
	Private (Both Sexes)	618,042	648,248
	Male	661,985	693,664
	Female	544,207	575,376
	Public (Both Sexes)	1,055,874	1,259,557
	Male	1,190,186	1,417,965
	Female	946,398	1,130,077
9	Monthly Average Cash Earnings per Employee (TZS) for Selected Industries		
	Public administration and defense; compulsory social security	1,200,248	1,399,271
	Education	797,202	812,367
	Human health and social work activities	723,066	967,313
	Professional, scientific and technical activities	1,660,782	1,555,327
10	Total Annual Wage Bill (TZS. Millions)	788,976	892,902
	Total Annual Wage Bill by sector		
	Private	271,618	265,481
	Public	517,358	627,421

List of Abbreviations

CAPI	Computer Assisted Personal Interview
CRE	Central Register of Establishments
CV	Coefficient of Variation
EAC	East African Community
EES	Employment and Earnings Survey
FYDP	Five -Year Development Plan
ISIC	International Standard Industrial Classification of all Economic Activities
NBS	National Bureau of Statistics
NSSF	National Social Security Fund
OCGS	Office of the Chief Government Statistician
PMO- LYED	Prime Minister's Office Labour, Youth, Employment and Persons with Disability
PPS	Probability Proportion to Size
PSSSF	Public Service Social Security Fund
PWDs	People with Disability
SBR	Statistical Business Register
SDG	Sustainable Development Goals
TSE	Total Survey Error
TZM	Mainland Tanzania
TZS	Tanzanian Shillings
URT	The United Republic of Tanzania
ZNZ	Tanzania Zanzibar
ZSSF	Zanzibar Social Security Fund

CHAPTER ONE

Concepts, Definitions and Survey Methodology

1.1 Introduction

The Employment and Earnings Survey (EES) is an annual, establishment-based survey that collects data on employment and earnings in the formal sector. The survey is based on financial year whereby the recorded data for the total number of employees and their salaries were taken as at 30th June 2024, while other information's were reported for the whole year (July 2023 to June 2024). It is conducted in the United Republic of Tanzania by the National Bureau of Statistics and the Office of the Chief Government Statistician in Zanzibar.

1.2 Background

Production of Labour Market Information employment and earnings statistics has been an important element in the statistical operations, both in Mainland Tanzania and Tanzania Zanzibar. The 2023/24 Tanzania Formal Sector Employment and Earnings report presents results of the 2023/24 employment and earnings situation in the formal sector of the United Republic of Tanzania. The report follows a successful completion of Employment and Earnings Surveys (EES) in Mainland Tanzania and in Tanzania Zanzibar.

The 2023/24 Tanzania Formal Sector Employment and Earnings Report marks the second joint publication on employment and earnings by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician (OCGS). This collaboration presents harmonized employment and earnings statistics for the entire United Republic of Tanzania (URT), encompassing both Mainland Tanzania and Tanzania Zanzibar. Prior to this, the Employment and Earnings Survey (EES) was conducted independently in Mainland Tanzania and Tanzania Zanzibar, making it challenging to compile comprehensive national statistics that reflected the entire country. The 2023/24 report overcomes this limitation by integrating data from both regions into a unified framework.

Other EES were conducted in Mainland Tanzania in 1963, the first post-independence EES followed by a series of surveys from 1964 up to 1984. There was a brief gap in

implementation of EES between 1985 to 2000, before their resumption in 2000s, 2010s and 2020s. The latest survey covers 2024.

For Tanzania Zanzibar, EES surveys have been conducted every year since 1978, with few gaps in 1985 to 1987; 1994 to 2000 and 2006 to 2007.

1.3 Objectives of the Survey

The main objective of the 2023/24 Employment and Earnings Survey was to obtain comprehensive data on employment and earnings status as well as data on the socio-economic characteristics regarding employment in the formal sector of the United Republic of Tanzania. Specific objectives of the survey were to obtain: -

- i. Number of persons employed in the formal sector;
- ii. Earnings of persons employed in the formal sector;
- iii. Wage-bill incurred by employers for maintaining labour services in the formal sector;
- iv. Number of newly recruited workers in the formal sector; and
- v. Number of job vacancies in the formal sector.

1.4 Scope

The scope of the Employment and Earnings Survey (EES) is defined by the type of economic activity and the institutional sector of the establishments surveyed. The survey is limited to the formal sector and includes establishments engaged in any economic activity classified under the International Standard Industrial Classification (ISIC), with the exception of household employment activities, extraterritorial organizations, and the armed forces

In terms of employment coverage, the survey includes all formal sector establishments in the public sector, all private sector establishments with 50 or more employees, and a sample of private establishments employing between 5 and 49 employees. The survey excludes domestic workers in private households, non-salaried working proprietors, and non-salaried family workers. Regarding geographical coverage, the survey encompasses establishments located in all 31 regions of Tanzania.

1.5 Concepts and Definitions

1.5.1 Employee/Worker

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 Temporary Employees

The temporary employees involve all employees with temporary contracts that expire within an agreed time/specific work even if the work is ongoing or after the work is completed.

1.5.4 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.

1.5.5 Youth

The term youth, 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.

1.5.6 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.

1.5.7 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.

1.5.8 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.

1.5.9 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.

1.5.10 Paid Leave

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

1.5.11 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.

1.5.12 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.

1.5.13 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), Zanzibar Social Security Fund (ZSSF) and other schemes of fund of this nature organized by the establishment for the benefit of employees.

1.5.14 Public Sector

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

1.5.15 Private Sector

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

1.5.16 Establishment

Establishment is the unit which is a legal economic entity engaging itself in any kind of economic activity at a fixed location.

1.5.17 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: -

i. 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.

ii. 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.

iii. 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.

iv. 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. Further, 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.

v. 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.

vi. 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.

vii. 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.

viii. 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.

ix. 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.

x. 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.

xi. 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.

xii. 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.

xiii. 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.

xiv. 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.

xv. 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.

xvi. 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.

xvii. 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 residential care activities that still involve a degree of health care activities to social work activities without any involvement of health care professionals.

xviii. 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.

xix. Other Service Activities

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

xx. 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 and secretaries. 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.

xxi. 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 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

1.6.1.1 Mainland Tanzania

The 2023/24 Employment and Earnings Survey is an establishment-based survey which covered a total of 14,307 from a frame of 87,556 establishments. The frame consisted of all public establishments and a sample of private establishments employing at least 5 persons. 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 2023/24 EES covered formal establishments in both private and public sectors in Mainland Tanzania 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 2023/24 EES sample was based on a sampling frame obtained from the Statistical Business Register (SBR) 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 probability proportion to size (PPS). 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.

1.6.1.1.1 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 = Number of establishments that responded

1.6.1.2 Tanzania Zanzibar

The 2023/24 Employment and Earnings Survey visited all public establishments and a number of formal private establishments obtained from the Census for Registered Establishments (CRE) conducted by the Office of the Chief Government Statistician. All 30 public establishments available in the frame with different categories of number of employees from 1-4, 5-9, 10-49 and 50+ were enumerated marking 100 percent

coverage. In addition, 1,742 formal private establishments out of 1,887 targeted responded equal to 92.3 percentage coverage.

1.6.2 Data Collection

Survey data were collected using Computer Assisted Personal Interview (CAPI). 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 was undertaken between February 2025 and May 2025 for Mainland Tanzania while it is conducted between August 2024 and October 2024 for Tanzania Zanzibar.

1.6.3 The Response Status

Response rates for 2023/24 EES were computed based on the number of selected establishments and the number of establishments that actually responded to the survey. Out of 15,810 selected establishments in Mainland Tanzania, response rate was 90.5 percent (14,307 establishments). However, out of 1,917 available establishments in Tanzania Zanzibar, response rate was 92.4 percent (1,772 establishments). 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, 2023/24 EES

Sector	Employment Size	TZM			ZNZ		
		Number of Establishments		Response rate	Number of Establishment		Response rate
		Selected	Responded		Available	Responded	
Private	1 – 4*				438	389	88.8
	5 - 9	5,561	5,358	96.3	554	469	84.7
	10 - 49	4,454	3,249	72.9	762	750	98.4
	50+	1,511	1,416	93.7	133	134	100.8
	Sub Total	11,526	10,023	87.0	1,887	1,742	92.3
Public	1 – 4*				1	1	100.0
	5 - 9	1,375	1,375	100.0	4	4	100.0
	10 - 49	1,476	1,476	100.0	2	2	100.0
	50+	1,433	1,433	100.0	23	23	100.0
	Sub Total	4,284	4,284	100.0	30	30	100.0
Grand Total		15,810	14,307	90.5	1,917	1,772	92.4

*In Mainland Tanzania, establishments with fewer than five employees are excluded from the survey sample

CHAPTER TWO

Employment Profile

2.1 Introduction

The Government of Tanzania is implementing a number of policies and programmes to enhance creation of employment to keep pace with among others, the growing work force of the country as employment is one of the prioritized socio-economic indicators in the country. Tanzania like other countries is facing a number of challenges regarding employment and therefore, the need for data to monitor and evaluate employment situation in the country has become more important now than ever.

This chapter analyses characteristics of employment in the formal sector in Tanzania in terms of sector, employment category, disability status, age groups, citizenship, industry and region. This information provides a platform for monitoring implementation of various employment programs and strategies at national and regional level. These include the National Five -Year Development Plan III (2021/22 - 2025/26), 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 Sector of Employment.

This section presents characteristics of employed persons in the formal sector in terms of sector, category of employment, age groups, disability status and sex. Category of employment comprises of regular and casual employment while age groups consist of adults (36 years or above) and youth (15 – 35 years).

Table 2.1: Distribution of Total Employees by Category of Employment and Sector; Tanzania, 2022/23 and 2023/24 EES

Place of Residence		2022/23			2023/24		
		Private	Public	Total	Private	Public	Total
URT	Regular	2,262,489	1,127,637	3,390,126	2,393,357	1,178,975	3,572,331
	Casual	315,044	12,810	327,854	460,209	41,347	501,556
	Total	2,577,534	1,140,446	3,717,980	2,853,566	1,220,322	4,073,887
TZM	Regular	2,230,992	1,082,917	3,313,909	2,363,376	1,132,340	3,495,715
	Casual	309,036	12,810	321,846	453,474	41,268	494,742
	Total	2,540,029	1,095,726	3,635,755	2,816,850	1,173,608	3,990,457
ZNZ	Regular	31,497	44,720	76,217	29,981	46,635	76,616
	Casual	6,008	0	6,008	6,735	79	6,814
	Total	37,505	44,720	82,225	36,716	46,714	83,430

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

Table 2.1 shows that, the total number of employees in the United Republic of Tanzania has increased from 3,717,980 in 2022/23 to 4,073,887 in 2023/24, recording an increase of 355,907 employees. For the year 2023/24, out of 4,073,887 total employment, 3,990,457 employees based in Mainland Tanzania and 83,430 in Tanzania Zanzibar. The data further reveals that the private sector is the leading source of employment, accounting for 2,853,566 workers—roughly twice the number employed in the public sector, which stands at 1,220,322. Additionally, the majority of employees consists of regular employees totaling 3,572,331, while 501,556 are employed on a casual basis.

Key Message

The total number of regular employees in Tanzania for the year 2023/24 is 3,572,331 persons.

Table 2.2A: Percentage Distribution of Total Regular Employees by Age Group, Sector and Sex; Tanzania, 2023/24 EES

Age Group	Sex	URT			TZM			ZNZ		
		Private	Public	Total	Private	Public	Total	Private	Public	Total
Adult (36+ Years)	Male	14.3	10.1	24.4	14.5	9.9	24.4	6.7	17.7	24.5
	Female	7.0	7.5	14.6	7.1	7.2	14.3	3.7	21.6	25.3
	Sub Total	21.4	17.6	39.0	21.6	17.1	38.7	10.4	39.3	49.8

Age Group	Sex	URT			TZM			ZNZ		
		Private	Public	Total	Private	Public	Total	Private	Public	Total
Youth (15-35 years)	Male	26.5	8.5	34.9	26.7	8.5	35.1	16.3	9.6	25.9
	Female	19.2	6.9	26.1	19.3	6.8	26.1	12.4	11.9	24.3
	Sub Total	45.6	15.4	61.0	46.0	15.3	61.3	28.7	21.5	50.2
Total Percent		67.0	33.0	100.0	67.6	32.4	100.0	39.1	60.9	100.0
Total Regular Employees		2,393,357	1,178,975	3,572,331	2,363,376	1,132,340	3,495,715	29,981	46,635	76,616

Table 2.2A shows that, proportionately, there are more youth employees (61.0 percent) in regular employment compared to adult employees (39.0 percent). Results also show that, the profile of regular employment in the formal sector is mainly dominated by youth employees in the private sector which accounts for 45.6 percent followed by adult employees (21.4 percent) in the same sector. Youth employees in public sector account for the least share of persons in regular employment with 15.4 percent.

Table 2.2BB: Percentage Distribution of Total Casual Employees by Age Group, Sector and Sex; Tanzania, 2023/24 EES

Age Group	Sex	URT			TZM			ZNZ		
		Private	Public	Total	Private	Public	Total	Private	Public	Total
Adult (36+ Years)	Male	12.7	2.6	15.4	12.7	2.6	15.4	11.9	0.6	12.5
	Female	5.9	0.9	6.8	5.9	0.9	6.8	5.7	0.5	6.1
	Sub Total	18.7	3.5	22.2	18.7	3.5	22.2	17.5	1.1	18.6
Youth (15-35 years)	Male	50.1	3.5	53.6	50.0	3.5	53.5	60.8	0.1	60.8
	Female	22.9	1.3	24.2	23.0	1.3	24.3	20.5	0.0	20.6
	Sub Total	73.1	4.7	77.8	73.0	4.8	77.8	81.3	0.1	81.4
Total Percent		91.8	8.2	100.0	91.7	8.3	100.0	98.8	1.2	100.0
Total Casual Employees		460,209	41,347	501,556	453,474	41,268	494,742	6,735	79	6,814

Table 2.2B indicates that a larger proportion of youth employees (77.8 percent) are in casual employment compared to adult employees, who make up only 22.2 percent. The majority of casual employees are found in the private sector (91.8 percent), while only 8.2 percent are in the public sector. Additionally, the data shows that the number of male employees in casual employment within the private sector is nearly double that of female employees.

2.3 Employment and Disability

This section presents analysis of employment of Persons with Disabilities (PWD) in the formal sector. Information in this section can be used to assess compliance with a number of policy frameworks including Persons with Disabilities Act, 2010 and Employment and Labour Relations Act, 2004.

Table 2.3: Distribution of Regular Employees with Disabilities by Sector and Sex; Tanzania, 2023/24 EES

Place of Residence	Sector	Employees with Disability			Percent of Employees with Disability			Total Regular Employees	Share of employees with disabilities (%)
		Male	Female	Total	Male	Female	Total		
URT	Private	3,552	2,807	6,359	18.2	14.4	32.5	2,393,357	0.3
	Public	8,743	4,438	13,181	44.7	22.7	67.5	1,178,975	1.1
	Total	12,295	7,245	19,541	62.9	37.1	100.0	3,572,331	0.5
TZM	Private	3,527	2,796	6,323	18.2	14.4	32.6	2,363,376	0.3
	Public	8,667	4,380	13,047	44.7	22.6	67.4	1,132,340	1.2
	Total	12,194	7,176	19,371	63.0	37.0	100.0	3,495,715	0.6
ZNZ	Private	25	11	36	14.7	6.5	21.2	29,981	0.1
	Public	76	58	134	44.7	34.1	78.8	46,635	0.3
	Total	101	69	170	59.4	40.6	100.0	76,616	0.2

Table 2.3 indicates that out of 3,572,331 regular employees in the formal sector, there are 19,541 Persons with Disabilities (PWD), equivalent to 0.5 percent. Out of all PWD, 12,295 are males and 7,245 are females. Public sector has a slightly larger number of PWD with 13,181 equivalent to 1.1 percent, compared to private sector with 6,359 equivalent to 0.3 percent. Furthermore, results indicate that among the total number of Person with Disabilities in the employment, there are more males (62.9 percent) than females (37.1 percent).

Key Message

Out of 3,572,331 regular employees in the formal sector, there are 19,541 Persons with Disabilities of whom 12,295 are males and 7,245 are females.

2.4 Employment by Sub-Sector, Age Group and Sex

Understanding employment patterns across sub-sectors is important for designing sector specific programs for promotion of employment. On the other hand, employment by sex and age provides important insight into distribution of employment among males and females. Youth employment has been a major policy concern;

therefore, disaggregating employment by age groups provides useful information for policy formulation to promote youth employment.

Table 2.4A: Percentage Distribution of Total Employees by Sub- Sector and Sex; Tanzania, 2023/24 EES

Place of Residence	Sector	Male		Female		Total	
URT	A: Private						
	Private Profit-Making Institutions	1,568,225	38.5	932,424	22.9	2,500,649	61.4
	Private Non- Profit-Making Institutions	178,387	4.4	133,058	3.3	311,445	7.6
	Cooperatives	25,167	0.6	16,304	0.4	41,471	1.0
	Total Percent A:	1,771,780	43.5	1,081,786	26.6	2,853,566	70.0
	B: Public						
	Central and Local Governments	624,602	15.3	489,860	12.0	1,114,462	27.4
	Parastatal Organizations	69,228	1.7	36,632	0.9	105,860	2.6
	Total Percent B:	693,831	17.0	526,491	12.9	1,220,322	30.0
	Total Percent (A+B)	2,465,611	60.5	1,608,277	39.5	4,073,887	100.0
TZM	A: Private						
	Private Profit-Making Institutions	1,546,198	38.7	918,922	23.0	2,465,120	61.8
	Private Non- Profit-Making Institutions	177,872	4.5	132,486	3.3	310,358	7.8
	Cooperatives	25,090	0.6	16,281	0.4	41,371	1.0
	Total Percent A:	1,749,161	43.8	1,067,689	26.8	2,816,850	70.6
	B: Public						
	Central and Local Governments	608,816	15.3	467,362	11.7	1,076,178	27.0
	Parastatal Organizations	64,004	1.6	33,426	0.8	97,430	2.4
	Total Percent B:	672,821	16.9	500,787	12.5	1,173,608	29.4
	Total Percent (A+B)	2,421,982	60.7	1,568,476	39.3	3,990,457	100.0
ZNZ	A: Private						
	Private Profit -Making Institutions	22,027	26.4	13,502	16.2	35,529	42.6
	Private Non-Profit Making Institutions	515	0.6	572	0.7	1,087	1.3
	Cooperatives	77	0.1	23	0.0	100	0.1
	A: Total Percent	22,619	27.1	14,097	16.9	36,716	44.0
	B: Public						
	Central and Local Governments	15,786	18.9	22,498	27.0	38,284	45.9
	Parastatal Organizations	5,224	6.3	3,206	3.8	8,430	10.1
	B: Total Percent	21,010	25.2	25,704	30.8	46,714	56.0
	Total Percent (A+B)	43,629	52.3	39,801	47.7	83,430	100.0

Table 2.4A shows that private profit-making institutions are the leading employers in Tanzania's formal sector, accounting for 61.4 percent of all employees. The central

and local government follows employing 27.4 percent, while cooperatives employ the smallest share, just 1.0 percent of the total employment in the formal sector. The results also indicate that, proportion of employed females both public and private sector (39.5 percent) is nearly half that of males (60.5 percent). It is also observed that, the proportion of male employees in the private profit - making institutions is larger (38.5 percent) than that of females (22.9 percent). A similar pattern is observed in central and local governments, where 15.3 percent of employees are male and 12.0 percent are female.

Table 2.4B: Percentage Distribution of Total Adult Employees (36+ years) by Sub-Sector and Sex; Tanzania, 2023/24 EES

Sector	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A: Private									
Private Profit -Making Institutions	31.0	14.3	45.3	31.9	14.6	46.5	14.5	7.5	22.0
Private Non-Profit Making Institutions	5.9	3.7	9.5	6.1	3.8	10.0	0.6	0.6	1.2
Cooperatives	0.8	0.5	1.3	0.9	0.5	1.4	0.1	0.0	0.1
A: Total Percent	37.7	18.5	56.1	38.9	19.0	57.9	15.2	8.2	23.3
B: Public									
Central and Local Governments	22.4	17.4	39.8	22.2	16.4	38.6	25.2	36.8	62.0
Parastatal Organizations	2.7	1.3	4.1	2.4	1.1	3.5	9.4	5.3	14.7
B: Total Percent	25.1	18.8	43.9	24.6	17.5	42.1	34.6	42.1	76.7
Total Percent (A+B)	62.8	37.2	100.0	63.5	36.5	100.0	49.8	50.2	100.0
Total Number of Adult Employees	948,526	554,543	1,503,069	928,911	534,746	1,463,657	19,615	19,797	39,412

Table 2.4B indicates that private profit-making institutions employed the highest percentage of adult workers in the formal sector, accounting for 45.3 percent, while central and local governments came next with 39.8 percent. Results also reveal that, the proportion of adult males (61.2 percent) is almost twice as compared to that of adult females (38.8 percent).

On the other hand, out of the total employment in Tanzania, 31.0 percent of adult male employees were in private profit-making institutions compared to adult female employees with 14.3 percent. In addition, more adult male employees (22.4 percent) were in central and local governments compared to adult females with 17.4 percent.

Table 2.4C: Percentage Distribution of Total Youth (15 - 35 years) Employees by Sub -Sector and Sex; Tanzania, 2023/24 EES

Sector	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A: Private									
Private Profit -Making Institutions	42.6	27.8	70.5	42.7	27.9	70.6	37.1	23.9	61.0
Private Non-Profit Making Institutions	3.4	3.0	6.4	3.5	3.0	6.5	0.6	0.8	1.4
Cooperatives	0.5	0.3	0.8	0.5	0.3	0.8	0.1	0.0	0.1
A: Total Percent	46.5	31.1	77.7	46.7	31.2	77.9	37.8	24.7	62.5
B: Public									
Central and Local Governments	11.3	9.2	20.4	11.2	9.0	20.2	13.3	18.2	31.5
Parastatal Organizations	1.2	0.7	1.9	1.2	0.7	1.8	3.5	2.6	6.0
B: Total Percent	12.5	9.9	22.3	12.4	9.7	22.1	16.7	20.7	37.5
Total Percent (A+B)	59.0	41.0	100.0	59.1	40.9	100.0	54.6	45.4	100.0
Total Number of Youth Employees	1,517,085	1,053,734	2,570,819	1,493,071	1,033,730	2,526,801	24,014	20,004	44,018

Table 2.4C indicates that private sector is an important employer for youth in Tanzania, employing more than three quarters (77.7 percent) of the total youths aged 15 to 35 years compared to public sector with 22.3 percent. On the other hand, lower proportion of female employees (36.6 percent) is observed among youth employees compared to males with 63.4 percent.

Youth male employees accounted for a larger share of employment in the private profit-making institutions (42.6 percent) compared to females (27.8 percent). Relatively, a larger proportion of youth male employees is also observed in central and local governments with 11.3 percent of total youth employees compared to 9.2 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 integration initiatives such as East African Community (EAC) which allows free movement of labour within member states. In assessing the performance of employment in Tanzania, information on citizenship helps to inform policy and programmes formulation on areas of intervention.

Table 2.5: Percentage Distribution of Regular Employees by Citizenship and Sub-Sector; Tanzania, 2022/23 and 2023/24 EES

Sector		2022/23									2023/24								
		URT			TZM			ZNZ			URT			TZM			ZNZ		
		Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total
A: Private	Profit -Making Institutions.	56.9	0.7	57.6	57.4	0.7	58.0	36.6	0.9	37.4	58.2	0.6	58.8	58.7	0.6	59.3	36.8	1.0	37.8
	Non-Profit -Making Institutions.	8.4	0.1	8.5	8.5	0.1	8.6	2.6	0.0	2.7	7.2	0.0	7.2	7.3	0.0	7.3	1.3	0.0	1.3
	Cooperatives	0.7	0.0	0.7	0.7	0.0	0.7	1.1	0.1	1.2	1.0	0.0	1.0	1.0	0.0	1.0	0.1	0.0	0.1
	A: Total Percent	66.0	0.8	66.7	66.6	0.8	67.3	40.3	1.0	41.3	66.4	0.6	67.0	67.0	0.6	67.6	38.1	1.0	39.1
B: Public	Central and Local Governments	31.4	0.1	31.5	31.0	0.1	31.1	49.7	0.0	49.7	30.2	0.0	30.3	29.8	0.0	29.8	49.9	0.1	50.0
	Parastatal Organizations	1.8	0.0	1.8	1.6	0.0	1.6	9.0	0.0	9.0	2.7	0.0	2.7	2.5	0.0	2.6	10.9	0.0	10.9
	B: Total Percent	33.2	0.1	33.3	32.6	0.1	32.7	58.7	0.0	58.7	33.0	0.0	33.0	32.4	0.0	32.4	60.8	0.1	60.9
Total Percent: (A+B)		99.1	0.9	100.0	99.1	0.9	100.0	99.0	1.0	100.0	99.3	0.7	100.0	99.4	0.6	100.0	98.9	1.1	100.0
Total Employees		3,361,071	29,055	3,390,126	3,285,624	28,285	3,313,909	75,447	770	76,217	3,548,840	23,492	3,572,331	3,473,056	22,660	3,495,715	75,784	832	76,616

Table 2.5 shows that Tanzanian citizens accounted for 99.3 percent of persons in total regular employment in the formal sector in 2023/24, slightly increasing from 99.1 recorded in 2022/23. Results also indicate that, there are more non-citizen regular employees in private sector (0.6 percent) compared to public sector (0.0 percent), with most of them employed in profit making institutions (0.6 percent).

Key Message

Results indicates that Tanzania citizen employees account for 99.3 percent of total regular employees (3,548,840).

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 implementation in various labour related policies and identification of areas which require special attention.

Table 2.6A: Percentage Distribution of Total Employees by Industry and Category of Employment; Tanzania, 2023/24 EES

Industry	URT			TZM			ZNZ		
	Regular Employees	Casual Employees	Total Employees	Regular Employees	Casual Employees	Total Employees	Regular Employees	Casual Employees	Total Employees
Agriculture, forestry and fishing	3.5	13.3	4.7	3.5	13.3	4.7	1.3	9.5	2.0
Mining and quarrying	2.1	0.8	1.9	2.1	0.8	2.0	0.1	4.1	0.4
Manufacturing	16.4	27.3	17.7	16.7	27.3	18.0	1.2	23.8	3.0
Electricity, gas, steam and air conditioning supply	0.7	0.2	0.7	0.7	0.3	0.6	1.0	-	0.9
Water supply; sewage, waste management and remediation activities	0.7	0.6	0.7	0.6	0.6	0.6	4.1	-	3.7
Construction	1.7	12.0	2.9	1.6	11.9	2.9	3.1	22.2	4.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.5	11.5	8.0	7.7	11.6	8.2	2.0	4.2	2.1
Transportation and storage	3.4	2.8	3.4	3.5	2.8	3.4	2.6	2.2	2.6
Accommodation and food service activities	8.7	8.3	8.7	8.5	8.3	8.4	19.5	11.3	18.8
Information and communication	1.1	2.1	1.2	1.1	2.1	1.2	1.1	0.6	1.0
Financial and insurance activities	2.6	0.1	2.3	2.6	0.1	2.3	1.4	0.8	1.3
Real estate activities	0.2	0.0	0.2	0.2	0.0	0.2	0.1	0.1	0.1
Professional, scientific and technical activities	1.5	0.9	1.4	1.5	1.0	1.4	2.5	0.2	2.3
Administrative and support service activities	7.2	2.4	6.6	7.3	2.4	6.7	1.1	2.9	1.2
Public administration and Defense; compulsory social security	13.4	1.1	11.9	13.4	1.1	11.9	15.3	-	14.1
Education	17.8	3.1	15.9	17.4	3.0	15.7	31.8	9.2	30.0
Human Health and social work activities	7.4	2.8	6.8	7.3	2.8	6.7	11.0	8.5	10.8
Arts, entertainment and recreation	0.6	0.5	0.6	0.6	0.5	0.6	0.6	0.3	0.6
Other service activities	3.5	10.0	4.3	3.6	10.2	4.4	0.2	0.1	0.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	3,572,331	501,556	4,073,887	3,495,715	494,742	3,990,457	76,616	6,814	83,430

Table 2.6A indicates that manufacturing industry has the largest share of total employment in Tanzania (17.7 percent) followed by education industry (15.9 percent) and the public administration, defense and compulsory social security with 13.4 percent. On the other hand, the industry with the lowest share of total employment is real estate's activities (0.2 percent).

Moreover, manufacturing ranked as the first important industry for casual employment, employing 27.3 percent of casual employees followed by Agriculture, forestry and fishing industry with 13.3 percent.

Key Message

Manufacturing and Education industries accounts for the largest share of total employment with 17.7 percent and 15.9 percent respectively

2.7 Employment by Industry, Category of Employment and Sex

Table 2.6B: Percentage Distribution of Total employment by Industry, Category of Employment and Sex; Tanzania, 2023/24 EES

Place of Residence	Industry	Regular Employees			Casual Employees			Total
		Male	Female	Total	Male	Female	Total	
URT	Agriculture, forestry and fishing	2.2	1.3	3.5	9.9	3.4	13.3	4.7
	Mining and quarrying	1.9	0.2	2.1	0.7	0.1	0.8	1.9
	Manufacturing	10.0	6.4	16.4	19.6	7.7	27.3	17.7
	Electricity, gas, steam and air conditioning supply	0.5	0.2	0.7	0.2	0.1	0.2	0.7
	Water supply; sewage, waste management and remediation activities	0.5	0.2	0.7	0.5	0.1	0.6	0.7
	Construction	1.4	0.3	1.7	9.0	3.1	12.0	2.9
	Wholesale and retail trade; repair of motor vehicles and motorcycles	5.0	2.6	7.5	9.7	1.8	11.5	8.0
	Transportation and storage	2.7	0.8	3.4	2.2	0.6	2.8	3.4
	Accommodation and food service activities	3.6	5.1	8.7	3.1	5.2	8.3	8.7
	Information and communication	0.7	0.4	1.1	1.8	0.3	2.1	1.2
	Financial and insurance activities	1.2	1.4	2.6	0.1	0.0	0.1	2.3
	Real estate activities	0.2	0.1	0.2	0.0	0.0	0.0	0.2
	Professional, scientific and technical activities	1.0	0.5	1.5	0.6	0.3	0.9	1.4
	Administrative and support service activities	5.3	1.8	7.2	1.8	0.6	2.4	6.6
	Public administration and Defense; compulsory social security	7.9	5.5	13.4	0.6	0.4	1.1	11.9
	Education	9.5	8.3	17.8	1.8	1.3	3.1	15.9
	Human health and social work activities	3.5	3.9	7.4	1.4	1.4	2.8	6.8
	Arts, entertainment and recreation	0.3	0.3	0.6	0.3	0.3	0.5	0.6
	Other service activities	2.1	1.5	3.5	5.7	4.4	10.0	4.3
	Total Employees	59.3	40.7	100.0	69.0	31.0	100.0	100.0

Place of Residence	Industry	Regular Employees			Casual Employees			Total
		Male	Female	Total	Male	Female	Total	
TZM	Total Employees	2,119,736	1,452,596	3,572,331	345,875	155,681	501,556	4,073,887
	Agriculture, forestry and fishing	2.2	1.3	3.5	9.9	3.4	13.3	4.7
	Mining and quarrying	1.9	0.2	2.1	0.7	0.1	0.8	2.0
	Manufacturing	10.2	6.5	16.7	19.5	7.8	27.3	18.0
	Electricity, gas, steam and air conditioning supply	0.5	0.2	0.7	0.2	0.1	0.3	0.6
	Water supply; sewage, waste management and remediation activities	0.4	0.2	0.6	0.5	0.1	0.6	0.6
	Construction	1.3	0.3	1.6	8.8	3.1	11.9	2.9
	Wholesale and retail trade; repair of motor vehicles and motorcycles	5.1	2.6	7.7	9.8	1.8	11.6	8.2
	Transportation and storage	2.7	0.8	3.5	2.2	0.6	2.8	3.4
	Accommodation and food service activities	3.4	5.0	8.5	3.0	5.2	8.3	8.4
	Information and communication	0.7	0.4	1.1	1.8	0.3	2.1	1.2
	Financial and insurance activities	1.2	1.4	2.6	0.1	0.0	0.1	2.3
	Real estate activities	0.2	0.1	0.2	0.0	0.0	0.0	0.2
	Professional, scientific and technical activities	1.0	0.5	1.5	0.6	0.3	1.0	1.4
	Administrative and support service activities	5.4	1.9	7.3	1.8	0.6	2.4	6.7
	Public administration and Defense; compulsory social security	7.9	5.5	13.4	0.7	0.4	1.1	11.9
	Education	9.4	8.0	17.4	1.8	1.2	3.0	15.7
	Human health and social work activities	3.5	3.8	7.3	1.4	1.4	2.8	6.7
	Arts, entertainment and recreation	0.3	0.3	0.6	0.3	0.3	0.5	0.6
	Other service activities	2.1	1.5	3.6	5.8	4.4	10.2	4.4
	Total Employees	59.5	40.5	100.0	68.9	31.1	100.0	100.0
	Total Employees	2,081,104	1,414,612	3,495,715	340,878	153,864	494,742	3,990,457
ZNZ	Agriculture, forestry and fishing	0.8	0.5	1.3	7.0	2.5	9.5	2.0
	Mining and quarrying	0.1	0.0	0.1	2.5	1.6	4.1	0.4
	Manufacturing	0.9	0.3	1.2	21.0	2.8	23.8	3.0
	Electricity, gas, steam and air conditioning supply	0.8	0.2	1.0	0.0	0.0	0.0	0.9
	Water supply; sewage, waste management and remediation activities	2.5	1.6	4.1	0.0	0.0	0.0	3.7
	Construction	2.8	0.4	3.1	20.7	1.5	22.2	4.7
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1.3	0.6	2.0	2.9	1.3	4.2	2.1
	Transportation and storage	1.6	1.1	2.6	1.6	0.6	2.2	2.6
	Accommodation and food service activities	12.4	7.1	19.5	6.2	5.1	11.3	18.8
	Information and communication	0.7	0.4	1.1	0.4	0.2	0.6	1.0
	Financial and insurance activities	0.8	0.6	1.4	0.7	0.1	0.8	1.3
	Real estate activities	0.1	0.0	0.1	0.1	0.0	0.1	0.1
	Professional, scientific and technical activities	1.3	1.2	2.5	0.2	0.0	0.2	2.3
	Administrative and support service activities	0.8	0.2	1.1	2.3	0.5	2.9	1.2
	Public administration and Defense; compulsory social security	8.5	6.8	15.3	0.0	0.0	0.0	14.1
	Education	9.9	21.9	31.8	3.0	6.3	9.2	30.0
	Human health and social work activities	4.8	6.2	11.0	4.3	4.1	8.5	10.8
	Arts, entertainment and recreation	0.3	0.3	0.6	0.3	0.0	0.3	0.6
	Other service activities	0.1	0.1	0.2	0.0	0.0	0.1	0.2
	Total Employees	50.4	49.6	100.0	73.3	26.7	100.0	100.0
	Total Employees	38,632	37,984	76,616	4,997	1,817	6,814	83,430

The results in Table 2.6B reveal that the highest percentage of regular male employees work in the manufacturing industry (10.0 percent), followed by education (9.5 percent) and public administration, defense, and compulsory social security (7.9 percent). In contrast, a larger share of females are employed in education (8.3 percent) and manufacturing (6.4 percent).

With regard to casual employment, the results indicate that industry with the larger proportion of casual employment is Manufacturing (27.3 percent) with larger proportion of males (19.6 percent) than females (7.7 percent). Agriculture, forestry and fishing industry ranked second with (13.3 percent) where by males constitute larger proportion (9.9 percent) compared with females (3.4 percent). Results further indicate that female casual employees dominates in accommodation and food service activities only and the remaining industries are dominated by males.

2.8 Employment by Industry and Sector

The disaggregation of employment in accordance with industry and sector of employment is of vital significant in analysis of labour statistics. The information obtaining in this analysis will help in indicating the changes of employability over time for the respective economic activities across the sectors. This is important in assessing implementation of employment policies and programs in the economy.

Table 2.7: Percentage Distribution of Total Employees by Industry and Sector; Tanzania, 2023/24 EES

Industry	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Agriculture, forestry and fishing	5.8	1.9	4.7	5.9	1.9	4.7	1.9	2.1	2.0
Mining and quarrying	2.6	0.4	1.9	2.6	0.4	2.0	0.9	0.0	0.4
Manufacturing	25.0	0.7	17.7	25.2	0.7	18.0	6.4	0.4	3.0
Electricity, gas, steam and air conditioning supply	0.2	1.7	0.7	0.2	1.7	0.6	0.0	1.7	0.9
Water supply; sewage, waste management and remediation activities	0.2	1.7	0.7	0.2	1.5	0.6	0.0	6.7	3.7
Construction	3.8	0.9	2.9	3.8	0.8	2.9	8.9	1.4	4.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.0	1.1	8.0	11.1	1.1	8.2	3.8	0.8	2.1
Transportation and storage	3.9	2.1	3.4	3.9	2.1	3.4	1.7	3.3	2.6
Accommodation and food service activities	12.3	0.1	8.7	11.9	0.1	8.4	42.8	0.0	18.8
Information and communication	1.4	0.7	1.2	1.4	0.7	1.2	1.0	1.0	1.0
Financial and insurance activities	3.0	0.6	2.3	3.0	0.6	2.3	1.4	1.3	1.3
Real estate activities	0.3	0.1	0.2	0.3	0.1	0.2	0.1	0.2	0.1

Industry	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Professional, scientific and technical activities	0.7	3.2	1.4	0.7	3.2	1.4	0.4	3.9	2.3
Administrative and support service activities	9.4	0.0	6.6	9.5	0.0	6.7	2.8	0.0	1.2
Public administration and Defense; compulsory social security	0.8	38.0	11.9	0.8	38.5	11.9	0.0	25.1	14.1
Education	7.3	36.2	15.9	7.1	36.1	15.7	21.2	36.9	30.0
Human health and social work activities	5.4	10.1	6.8	5.4	9.9	6.7	5.9	14.6	10.8
Arts, entertainment and recreation	0.7	0.3	0.6	0.8	0.3	0.6	0.4	0.7	0.6
Other service activities	6.1	0.2	4.3	6.2	0.3	4.4	0.4	0.0	0.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	2,853,566	1,220,322	4,073,887	2,816,850	1,173,608	3,990,457	36,716	46,714	83,430

Table 2.7 shows that the manufacturing industry employs the highest percentage of private sector workers (25.0 percent), with accommodation and food service activities coming second at 12.3 percent. As regards to public sector, the industry with the larger proportion of employment is public administration, defense and compulsory social security industry with 38.0 percent followed by Education with 36.2 percent. The industries with the lowest proportion of employment in public sector is Administrative and support service activities (0.0 percent) followed by Real estate and Accommodation and food service activities with 0.1 percent each.

2.9 Industry of Employment

This section analyses employment by industry and sex, results are expected to bring up gender disparity across economic activities. This information is useful for creating programs to address gender gap in employment activities.

Table 2.8: Percentage Distribution of Total Citizen Employees by Industry and Sex; Tanzania, 2023/24 EES

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	5.2	3.9	4.7	5.2	4.0	4.7	2.5	1.4	2.0
Mining and quarrying	2.8	0.5	1.9	2.9	0.5	1.9	0.5	0.3	0.4
Manufacturing	18.3	16.5	17.6	18.6	16.9	17.9	4.9	1.0	3.1
Electricity, gas, steam and air conditioning supply	0.8	0.5	0.7	0.7	0.5	0.7	1.5	0.4	1.0
Water supply; sewage, waste management and remediation activities	0.8	0.5	0.7	0.7	0.5	0.6	4.4	3.1	3.8
Construction	3.8	1.6	2.9	3.7	1.6	2.9	8.0	0.9	4.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.1	6.2	8.0	9.3	6.4	8.1	2.8	1.4	2.2
Transportation and storage	4.3	1.9	3.3	4.3	1.8	3.4	3.0	2.2	2.6
Accommodation and food service activities	5.8	12.9	8.6	5.5	12.9	8.4	22.2	14.3	18.4

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Information and communication	1.4	0.9	1.2	1.4	1.0	1.2	1.3	0.8	1.0
Financial and insurance activities	1.8	3.1	2.3	1.8	3.1	2.3	1.5	1.1	1.3
Real estate activities	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.1
Professional, scientific and technical activities	1.6	1.2	1.5	1.6	1.2	1.4	2.3	2.4	2.4
Administrative and support service activities	8.2	4.3	6.6	8.3	4.4	6.7	1.8	0.6	1.2
Public administration and Defense; compulsory social security	11.7	12.4	12.0	11.6	12.4	11.9	15.1	13.1	14.1
Education	14.1	18.8	16.0	14.1	18.2	15.7	18.0	43.5	30.2
Human health and social work activities	5.4	9.0	6.8	5.3	8.9	6.7	9.2	12.7	10.9
Arts, entertainment and recreation	0.5	0.8	0.6	0.5	0.8	0.6	0.6	0.5	0.5
Other service activities	4.2	4.6	4.4	4.3	4.7	4.4	0.2	0.2	0.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	2,447,687	1,602,709	4,050,396	2,404,605	1,563,193	3,967,798	43,082	39,516	82,598

Results in Table 2.8 shows that a higher proportion of female citizen employees work in Education (18.8 percent), Accommodation and Food Services Activities (16.5 percent), Public Administration and Defense including Compulsory Social Security (12.9 percent), and Human Health and Social Work Activities (12.4 percent). Male citizen employees are dominated in Manufacturing; Wholesale and Retail Trade as well as Mining and quarrying as compared with female's citizen employees in those highlighted industries.

2.10 Regular Employment, Citizenship and Industry

This section provides information on the distribution of citizen and non-citizen regular employees in relation to industries. Results in this section will help policy maker to formulate policies that will enhance citizen capacity to compete in the labour market and filling skill gaps in occupation that would engage non-citizen employees.

Table 2.9: Percentage Distribution of Regular Employees by Citizenship and Industry; Tanzania, 2023/24 EES

Industry	URT			TZM			ZNZ		
	Regular citizen employees	Regular non-citizen employees	Total	Regular citizen employees	Regular non-citizen employees	Total	Regular citizen employees	Regular non-citizen employees	Total
Agriculture, forestry and fishing	3.5	2.8	3.5	3.5	2.9	3.5	1.3	0.0	1.3
Mining and quarrying	2.1	6.7	2.1	2.1	6.9	2.1	0.1	0.0	0.1
Manufacturing	16.3	32.7	16.4	16.6	33.9	16.7	1.2	1.0	1.2
Electricity, gas, steam and air conditioning supply	0.7	0.1	0.7	0.7	0.1	0.7	1.0	0.0	1.0

Industry	URT			TZM			ZNZ		
	Regular citizen employees	Regular non-citizen employees	Total	Regular citizen employees	Regular non-citizen employees	Total	Regular citizen employees	Regular non-citizen employees	Total
Water supply; sewage, waste management and remediation activities	0.7	1.3	0.7	0.6	1.3	0.6	4.1	0.0	4.1
Construction	1.6	4.2	1.7	1.6	3.9	1.6	3.0	13.9	3.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.5	14.8	7.5	7.6	15.3	7.7	2.0	1.3	2.0
Transportation and storage	3.4	5.7	3.4	3.4	5.9	3.5	2.6	1.6	2.6
Accommodation and food service activities	8.7	12.2	8.7	8.5	10.4	8.5	19.1	59.7	19.5
Information and communication	1.1	0.2	1.1	1.1	0.2	1.1	1.1	0.2	1.1
Financial and insurance activities	2.6	2.1	2.6	2.6	2.1	2.6	1.4	1.8	1.4
Real estate activities	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.0	0.1
Professional, scientific and technical activities	1.5	0.3	1.5	1.5	0.3	1.5	2.6	0.1	2.5
Administrative and support service activities	7.2	0.8	7.2	7.4	0.8	7.3	1.1	0.6	1.1
Public administration and defense; compulsory social security	13.5	2.8	13.4	13.5	2.7	13.4	15.4	7.0	15.3
Education	17.8	7.7	17.8	17.5	7.6	17.4	32.1	9.6	31.8
Human Health and social work activities	7.4	2.9	7.4	7.3	2.9	7.3	11.1	2.4	11.0
Arts, entertainment and recreation	0.6	1.0	0.6	0.6	1.0	0.6	0.6	0.7	0.6
Other service activities	3.5	1.3	3.5	3.6	1.4	3.6	0.2	0.0	0.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	3,548,840	23,492	3,572,331	3,473,056	22,660	3,495,715	75,784	832	76,616

According to Table 2.9, the education sector employs the largest share of regular citizen employees at 17.8 percent, followed by the manufacturing industry with 16.3 percent, and public administration, defense, and compulsory social security at 13.5 percent. The findings further reveal that the majority of non-citizen regular employees are in Manufacturing industry (32.7 percent) followed by Wholesale, Retail Trade, Repair of Motor Vehicles and Motorcycles (14.8 percent) as well as Accommodation and food service activities with 12.2 percent.

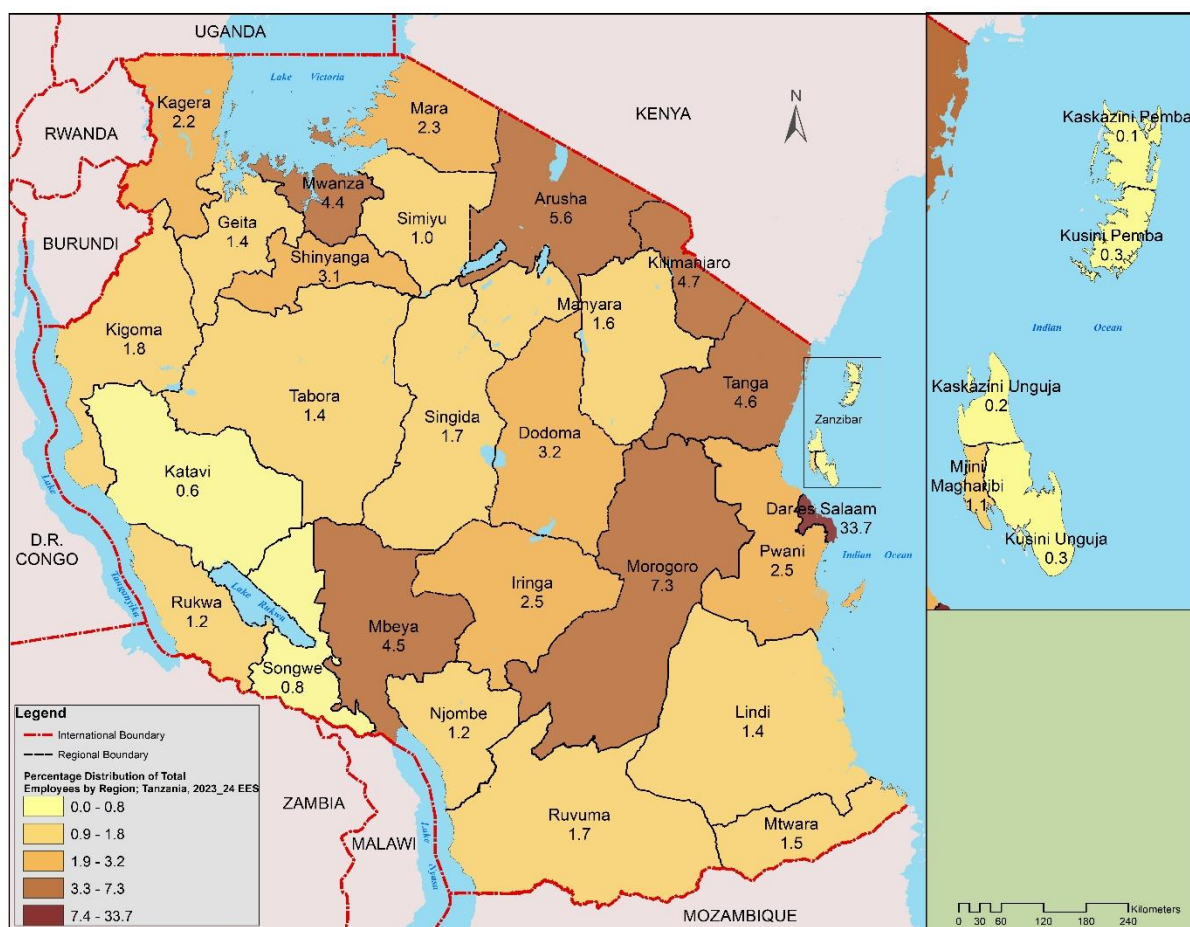
2.11 Employment by Region and Sector

The analysis of employment by geographical regions and sector is useful in evaluating regional contribution to total employment and thus helpful in planning and implementation of programs to enhance regional employment in various economic activities. This section presents the information on the distribution of employees by regions and sector of employment.

**Table 2.10: Percentage Distribution of Total Employees by Region and Sector;
Tanzania, 2023/24 EES**

Region	2022/23			2023/24		
	Private	Public	Total	Private	Public	Total
Dodoma	1.7	1.7	3.3	1.7	1.6	3.2
Arusha	4.4	0.8	5.2	4.8	0.8	5.6
Kilimanjaro	3.0	1.1	4.1	3.3	1.4	4.7
Tanga	2.8	1.6	4.4	3.1	1.5	4.6
Morogoro	5.4	2.6	8.0	5.0	2.4	7.3
Pwani	1.3	1.1	2.4	1.3	1.2	2.5
Dar es Salaam	30.6	2.6	33.2	31.2	2.5	33.7
Lindi	0.3	1.1	1.5	0.3	1.0	1.4
Mtwara	0.9	0.6	1.6	0.9	0.6	1.5
Ruvuma	1.1	0.7	1.8	1.0	0.7	1.7
Iringa	1.2	0.9	2.1	1.6	0.8	2.5
Mbeya	3.2	1.5	4.7	3.1	1.4	4.5
Singida	0.9	1.0	1.8	0.8	0.9	1.7
Tabora	0.7	0.9	1.5	0.6	0.8	1.4
Rukwa	0.6	0.6	1.2	0.6	0.6	1.2
Kigoma	1.0	0.9	1.9	0.9	0.9	1.8
Shinyanga	1.2	1.6	2.8	1.1	2.0	3.1
Kagera	1.1	1.4	2.4	1.0	1.3	2.2
Mwanza	3.1	1.4	4.5	3.0	1.4	4.4
Mara	1.2	1.3	2.4	1.1	1.2	2.3
Manyara	0.8	0.8	1.5	0.8	0.8	1.6
Njombe	0.5	0.8	1.3	0.4	0.8	1.2
Katavi	0.2	0.4	0.6	0.2	0.4	0.6
Simiyu	0.5	0.6	1.1	0.5	0.6	1.0
Geita	0.6	0.8	1.4	0.5	0.8	1.4
Songwe	0.3	0.5	0.8	0.3	0.5	0.8
Kaskazini Unguja	0.2	0.1	0.3	0.2	0.0	0.2
Kusini Unguja	0.2	0.1	0.3	0.2	0.1	0.3
Mjini Magharibi	0.5	0.7	1.2	0.4	0.7	1.1
Kaskazini Pemba	0.0	0.0	0.1	0.0	0.0	0.1
Kusini Pemba	0.0	0.3	0.3	0.0	0.3	0.3
Total Percent	69.3	30.7	100.0	70.0	30.0	100.0
Total Employees	2,577,534	1,140,446	3,717,980	2,853,566	1,220,322	4,073,887

Map 2. 1: Percentage Distribution of Total Employees by Region; Tanzania, 2023/24 EES



The results show that Dar es Salaam region accounts for the highest share of total employees at 33.7 percent in 2023/24, followed by Morogoro with 7.3 percent, Arusha at 5.6 percent, and Kilimanjaro with 4.7 percent. Kaskazini Pemba recorded the lowest share, contributing just 0.1 percent to total employment. On the other hand, the same pattern of employment distribution is observed across private sector with Dar es Salaam region recording the largest share (31.2 percent) followed by Morogoro at 5.0 percent. Furthermore, for the public sector, Dar es Salaam and Morogoro regions have the highest proportion of employees with 2.5 percent and 2.4 percent respectively (Table 2.10 and Map 2.1).

2.12 Category of Employment by Region

This section analyses the distribution of employment by region, category of employment and sex. The findings from this section will help to analyse the gender

patterns of employment across different regions for supporting development of regional specific pro - gender programmes.

Table 2.11: Percentage Distribution of Total Employees by Region, Category of Employment and Sex; Tanzania, 2023/24 EES

Region	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	1.8	1.3	3.1	2.8	1.2	3.9	3.2
Arusha	3.5	2.6	6.1	1.1	0.7	1.8	5.6
Kilimanjaro	2.5	2.1	4.6	3.9	1.5	5.4	4.7
Tanga	2.6	1.6	4.2	4.5	3.2	7.7	4.6
Morogoro	4.3	2.8	7.1	7.3	1.8	9.1	7.3
Pwani	1.5	1.2	2.7	0.8	0.2	1.0	2.5
Dar es Salaam	19.9	13.8	33.7	24.1	9.7	33.8	33.7
Lindi	0.9	0.5	1.4	0.8	0.4	1.3	1.4
Mtwara	0.8	0.5	1.2	1.7	1.5	3.2	1.5
Ruvuma	1.1	0.7	1.8	0.5	0.3	0.8	1.7
Iringa	1.3	1.1	2.4	2.2	0.8	3.0	2.5
Mbeya	2.7	1.9	4.6	2.7	1.5	4.2	4.5
Singida	1.0	0.6	1.6	1.8	0.5	2.3	1.7
Tabora	0.9	0.6	1.5	0.8	0.3	1.1	1.4
Rukwa	0.8	0.4	1.2	0.8	0.4	1.2	1.2
Kigoma	1.1	0.6	1.8	1.3	0.6	1.9	1.8
Shinyanga	1.9	1.3	3.2	1.6	0.6	2.2	3.1
Kagera	1.2	0.8	2.0	2.5	1.5	4.0	2.2
Mwanza	2.6	1.8	4.4	2.9	1.3	4.2	4.4
Mara	1.6	0.9	2.5	0.4	0.2	0.6	2.3
Manyara	1.1	0.5	1.7	0.9	0.3	1.2	1.6
Njombe	0.7	0.6	1.3	0.3	0.4	0.7	1.2
Katavi	0.4	0.2	0.6	0.1	0.1	0.2	0.6
Simiyu	0.6	0.4	1.0	1.1	0.5	1.6	1.0
Geita	0.9	0.5	1.4	0.8	0.6	1.4	1.4
Songwe	0.4	0.3	0.8	0.3	0.6	0.9	0.8
Kaskazini Unguja	0.2	0.1	0.3	0.1	0.0	0.1	0.2
Kusini Unguja	0.2	0.1	0.3	0.2	0.1	0.2	0.3
Mjini Magharibi	0.6	0.6	1.2	0.7	0.2	0.9	1.1
Kaskazini Pemba	0.0	0.0	0.1	0.1	0.0	0.1	0.1
Kusini Pemba	0.2	0.2	0.3	0.0	0.0	0.0	0.3
Total Percent	59.3	40.7	100.0	69.0	31.0	100.0	100.0
Total Employees	2,119,736	1,452,596	3,572,331	345,875	155,681	501,556	4,073,887

Result from Table 2.11 show that the largest share of total regular employees is in Dar es Salaam region with 33.7 percent followed by Morogoro with 7.1 percent and Arusha (6.1 percent). In addition, most of casual workers are also found in Dar es Salaam region with 33.8 percent followed by Morogoro (9.1 percent), Tanga (7.7 percent) and Kilimanjaro (5.4 percent).

On top of that, results reveal that male – female gap in regular employment is observed across all regions with the highest gap observed in Dar es Salaam region with 9.3 percentage points; Morogoro with 2.6 percentage points and Mwanza 1.3 percentage

points. With regard to casual employment, all regions are dominated by males compared to female with the highest male-female gap observed again in Dar es Salaam region with 22.2 percentage point followed by Mbeya (2.8 percentage point) and Mwanza (1.7 percentage point). Furthermore, Simiyu, Iringa and Lindi are the only regions with slightly higher proportion of females than male's casual employees recording 0.2, 0.2 and 0.1 percentage point difference respectively.

On top of that, results reveal that almost all regions are dominated by males in both regular and casual employment. Difference is seen only in Songwe region, with slightly higher proportion of females (0.6 percent) than male (0.3 percent) casual employees.

2.13 Employment in Private and Public Sectors by Region

This section shows distribution of total employees in private and public sector by region and age group. The assessment of the findings will reveal 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 Sector, Region and Age Group; Tanzania, 2023/24 EES

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 - 35 Years)
Dodoma	2.5	2.3	5.5	4.9
Arusha	7.4	6.6	2.8	2.5
Kilimanjaro	6.3	4.1	5.0	4.4
Tanga	5.4	4.0	5.5	4.7
Morogoro	7.9	6.8	8.7	6.9
Pwani	2.0	1.7	4.6	3.7
Dar es Salaam	39.2	46.7	8.3	8.5
Lindi	0.6	0.4	2.9	4.1
Mtwara	1.6	1.1	2.0	2.0
Ruvuma	1.4	1.5	2.3	2.3
Iringa	2.0	2.5	3.3	2.1
Mbeya	4.7	4.3	4.7	4.7
Singida	1.4	1.0	2.8	3.2
Tabora	0.8	0.9	2.7	2.7
Rukwa	1.0	0.8	1.7	2.0
Kigoma	1.8	1.1	2.7	3.2
Shinyanga	1.6	1.5	5.3	8.3
Kagera	1.7	1.3	3.6	4.8
Mwanza	4.8	4.0	4.7	4.7
Mara	1.4	1.7	3.9	3.9
Manyara	1.5	1.0	2.8	2.6
Njombe	0.5	0.6	2.9	2.3

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 - 35 Years)
Katavi	0.2	0.3	0.9	1.8
Simiyu	0.7	0.7	1.4	2.4
Geita	0.5	0.9	3.0	2.5
Songwe	0.2	0.5	1.3	2.0
Kaskazini Unguja	0.2	0.3	0.2	0.1
Kusini Unguja	0.2	0.3	0.4	0.2
Mjini Magharibi	0.6	0.7	2.8	1.8
Kaskazini Pemba	0.1	0.0	0.1	0.1
Kusini Pemba	0.0	0.0	1.2	0.7
Total Percent	100.0	100.0	100.0	100.0
Total Employees	856,598	1,996,967	646,470	573,851

Table 2.12 reveals that Dar es Salaam region accounts for the largest share of adult employees in the private sector at 39.2 percent, followed by Morogoro with 7.9 percent, Arusha with 7.4 percent, and Kilimanjaro at 6.3 percent. The findings also indicate that Dar es Salaam holds the highest percentage of youth employees in the private sector at 46.7 percent, followed by Morogoro with 6.8 percent and Arusha with 6.6 percent.

Furthermore, the data indicates that Morogoro and Dar es Salaam regions have the largest shares of adult public sector employees, at 8.7 percent and 8.3 percent respectively. These are followed by Dodoma and Tanga, both at 5.5 percent, and Kilimanjaro at 5.0 percent. With regard to youth employees in public sector, Dar es Salaam region has the highest share (8.5 percent) followed by Shinyanga (8.3 percent) and Morogoro (6.9 percent). Generally, the findings give an indication of promoting investment across all regions of Tanzania for creating more opportunities for employment specifically in the private sector.

CHAPTER THREE

Monthly Wage Rate Profile

3.1 Introduction

The wage rates are determined by a variety of factors, including the skill level required for the job, industry standards, geographic location, and prevailing economic conditions. They can also be influenced by legislation such as minimum wage laws and collective bargaining agreements between employers and trade unions.

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

3.2 Monthly wage Rate for employee with Permanent Contract by Sector.

This section presents findings on the distribution of citizen employees by wage rates. Wage rates are a critical aspect of employment, as they determine the compensation employees receive for their work, directly impacting their financial well-being and overall job satisfaction. The data gathered is essential for informing the design and review of wage and remuneration policies, as well as for understanding wage differentials between the public and private sectors.

Table 3.1: Distribution of Total Regular Citizen Employees with Permanent Contract by Sector and Monthly Wage Rate (TZS); Tanzania, 2023/24 EES

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Up to 140,000	4.7	0.0	2.4	4.7	0.0	2.4	6.5	0.0	0.6
140,001 -199,999	14.9	0.0	7.6	14.9	0.0	7.7	3.2	0.0	0.3
200,000-299,999	12.9	0.0	6.6	12.9	0.0	6.7	9.2	0.0	0.8
300,000-399,999	14.8	5.0	10.0	14.7	4.8	9.9	40.0	9.9	12.6
400,000-499,999	11.0	8.6	9.8	11.0	8.5	9.8	11.9	10.3	10.5
500,000-599,999	9.5	12.7	11.1	9.5	12.8	11.1	8.5	11.3	11.1
600,000 - 699,999	7.2	13.1	10.1	7.2	13.2	10.1	5.3	10.0	9.6
Above 700,000	24.9	60.6	42.5	25.0	60.7	42.2	15.4	58.4	54.5
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	1,155,124	1,120,421	2,275,546	1,150,704	1,075,852	2,226,557	4,420	44,569	48,989

Results in Table 3.1 show that the largest proportion of regular citizen employees in the United Republic of Tanzania (URT) with permanent contracts earned monthly wages above TZS 700,000, accounting for 42.5 percent. Of these, 24.9 percent were employed in the private sector, while 60.6 percent were in the public sector. This was followed by employees earning between TZS 500,000 and 599,999, who made up 11.1 percent of the total. Notably, all regular employees earning less than TZS 300,000 per month were in the private sector.

Key Message

The results reveal that majority of URT regular citizen employees with permanent contract (42.5 percent) earn monthly wages above TZS 700,000.

3.3 Monthly wage Rate for employee with Temporary Contract by Sector.

Temporary employees can significantly improve the assets of any business, regardless of size. They provide a flexible, economical way of getting work done and can fill in for absent employees, allowing the company to stay on course. The information received is important to the policy makers in designing and reviewing wage and remuneration policies for employees with temporary contracts in both private and public sector.

Table 3.2: Distribution of Total Regular Citizen Employees with Temporary Contract by Monthly Wage Rate (TZS) and Sector; Tanzania, 2023/24 EES

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Up to 140,000	12.3	0.6	11.8	12.5	0.0	11.9	6.1	16.8	6.9
140,001 -199,999	18.8	0.0	18.0	19.1	0.0	18.3	4.2	1.4	4.0
200,000-299,999	21.6	0.2	20.7	21.9	0.0	20.9	9.5	4.9	9.2
300,000-399,999	13.2	35.0	14.2	12.5	34.3	13.5	44.8	53.9	45.5
400,000-499,999	7.8	10.8	7.9	7.6	11.0	7.7	16.2	5.3	15.4
500,000-599,999	7.0	9.8	7.1	7.0	9.9	7.1	7.0	5.3	6.8
600,000 - 699,999	3.7	10.3	4.0	3.7	10.6	4.0	4.7	2.2	4.5
Above 700,000	15.6	33.4	16.4	15.8	34.2	16.6	7.5	10.2	7.7
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	1,215,875	57,420	1,273,294	1,191,074	55,426	1,246,499	24,801	1,994	26,795

Findings in Table 3.2 indicate that, majority of employees with temporary contracts in United Republic of Tanzania earned monthly wages above TZS 200,000 to 299,999 (20.7 percent) with private sector having a larger proportion of such employees (21.6 percent) compared with public sector (0.2 percent). Employees who earned monthly wages between TZS 140,001 -199,999 has the second largest proportion (18.0 percent) of whom a larger proportion of such employees are in private sector (18.8 percent) compared to public sector constitute 0.0 percent.

Furthermore, results show that, employees with temporary contracts in URT who earned monthly wages more than TZS 700,000 constituted 16.4 percent. A larger proportion of such employees were in public sector (33.4 percent) compared to private sector (15.6 percent).

Key Message

Most of the regular citizens employees with temporary contracts in United Republic of Tanzania earned monthly wages less than TZS 300,000 about 50.5 large proportion are from private sector.

3.4 Monthly Wage Rate for Citizen Employees with Permanent Contract by Sex

Disaggregation of wage rates by sex is significant for assessing gender pay gaps. The analysis in this section will help in reviewing existing and formulating policies and actions that aim at minimizing gender pay gaps among employees with similar attributes and qualifications.

Table 3.3: Percentage Distribution of Total Citizen Employees with Permanent Contracts by Monthly Wage Rate (TZS) and Sex; Tanzania, 2023/24 EES

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to 140,000	1.5	3.7	2.4	1.5	3.8	2.4	0.3	0.8	0.6
140,001 - 199,999	6.2	9.6	7.6	6.3	9.8	7.7	0.2	0.3	0.3
200,000- 299,999	6.8	6.2	6.6	6.9	6.4	6.7	0.9	0.7	0.8
300,000- 399,999	11.0	8.4	10.0	11.0	8.3	9.9	14.5	11.1	12.6
400,000- 499,999	10.6	8.7	9.8	10.6	8.6	9.8	9.1	11.6	10.5
500,000- 599,999	11.5	10.5	11.1	11.5	10.5	11.1	11.2	10.9	11.1
600,000 - 699,999	9.6	10.9	10.1	9.6	10.9	10.1	9.3	9.9	9.6
Above 700,000	42.9	42.0	42.5	42.7	41.6	42.2	54.3	54.7	54.5
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	1,347,274	928,271	2,275,546	1,325,005	901,551	2,226,557	22,269	26,720	48,989

Results in Table 3.3 show that majority of male employees with permanent contracts earned monthly wages above TZS 700,000 (42.9 percent) while female employees earned the same wages are (42.0 percent). On the other hand, there are more female employees with permanent contracts earned monthly wages below TZS 140,000 (3.7 percent) compared to males with 1.5 percent.

3.5 Monthly Wage Rate for Employees with Temporary Contract by Sex

This section presents findings on the distribution of regular citizen employees with temporary contracts by wage rates and sex. This information gives an insight into current payment status and thus is helpful in formulation and monitoring of policies that address gender pay gap.

Table 3.4: Percentage Distribution of Total Regular Citizen Employees with Temporary Contracts by Monthly Wage Rate (TZS) and Sex, Tanzania 2023/24

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to 140,000	11.0	13.0	11.8	11.1	13.0	11.9	4.1	10.9	6.9
140,001 - 199,999	14.7	22.7	18.0	15.0	23.1	18.3	1.8	7.2	4.0
200,000- 299,999	21.3	19.8	20.7	21.6	19.9	20.9	6.8	12.6	9.2
300,000- 399,999	15.3	12.5	14.2	14.6	11.9	13.5	47.8	42.1	45.5
400,000- 499,999	9.1	6.1	7.9	8.9	6.0	7.7	16.8	13.3	15.4
500,000- 599,999	8.5	5.0	7.1	8.5	5.0	7.1	8.2	4.9	6.8
600,000 - 699,999	4.1	3.9	4.0	4.1	3.9	4.0	5.0	3.7	4.5
Above 700,000	16.1	16.9	16.4	16.2	17.2	16.6	9.4	5.3	7.7
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	755,238	518,056	1,273,294	739,422	507,077	1,246,499	15,816	10,979	26,795

Findings in Table 3.4 indicates that majority of female citizen employees with temporary contracts (22.7 percent) earned monthly wages above TZS 140,001-199,999 followed by who earned between 200,000 to 299,999 TZS with 19.8 percent. In addition, majority of male citizen employees with temporary contracts earned monthly wages above TZS 200,000 to 299,999 TZS 21.3 percent) followed by those who earned TZS 700,000 with 16.1 percent. Furthermore, there are more female employees with temporary contracts (13.0 percent) who earned less than TZS 140,000 compared to males (11.0 percent).

3.6 Monthly Wage Rate for Employees with Permanent Contract by Industry

Wage rates by industry provides 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 across industries.

Table 3.5: Percentage Distribution of Citizen Employees with Permanent Contracts by Industry and Monthly Wage Rate (TZS); Tanzania, 2023/24 EES

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	Above 700,000	Total
URT	Agriculture, forestry and fishing	3.3	33.0	17.6	9.2	5.8	2.9	3.4	24.8	100.0
	Mining and quarrying	0.0	0.3	1.3	24.7	24.6	14.3	8.8	26.0	100.0
	Manufacturing	1.8	24.9	11.4	15.2	11.3	8.3	6.2	20.9	100.0
	Electricity, gas, steam and air conditioning supply	0.1	0.0	0.1	0.4	12.7	18.5	17.2	50.9	100.0
	Water supply; sewage, waste management and remediation activities	0.7	9.0	0.8	8.9	10.2	9.7	6.2	54.5	100.0
	Construction	1.5	0.3	3.6	13.9	9.8	9.5	11.8	49.6	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	2.2	8.3	18.4	21.3	11.0	14.7	5.3	18.8	100.0
	Transportation and storage	1.5	0.5	2.5	16.3	12.7	22.3	12.3	31.9	100.0
	Accommodation and food service activities	12.6	20.9	17.9	19.1	8.1	6.8	3.6	10.9	100.0
	Information and communication	1.0	0.4	4.9	11.2	14.1	15.4	7.7	45.3	100.0
	Financial and insurance activities	0.1	0.2	0.8	2.7	3.5	2.4	20.8	69.5	100.0
	Real estate activities	3.1	4.2	8.9	13.2	9.9	6.1	5.2	49.5	100.0
	Professional, scientific and technical activities	1.1	0.3	0.6	5.7	4.3	11.7	4.4	71.8	100.0
	Administrative and support service activities	15.2	18.9	22.1	16.7	13.8	5.0	2.7	5.6	100.0
	Public administration and defense; compulsory social security	0.1	0.0	0.0	6.5	9.6	14.2	13.3	56.2	100.0
	Education	0.3	0.8	2.2	3.2	9.0	11.9	13.5	59.1	100.0
	Human Health and social work activities	2.8	3.1	3.3	7.5	8.2	10.8	11.1	53.3	100.0
	Arts, entertainment and recreation	5.4	0.4	40.5	8.2	6.4	3.9	12.9	22.3	100.0
	Other service activities	10.3	10.2	16.6	16.5	10.5	9.2	3.0	23.6	100.0
	Total	54,805	171,882	149,105	226,462	223,239	252,597	230,164	967,291	2,275,546
TZM	Agriculture, forestry and fishing	3.4	33.5	17.9	9.1	5.5	2.5	3.3	24.8	100.0
	Mining and quarrying	0.0	0.3	1.3	24.7	24.6	14.3	8.8	26.0	100.0
	Manufacturing	1.8	24.9	11.4	15.2	11.3	8.3	6.2	20.9	100.0

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	Above 700,000	Total
	Electricity, gas, steam and air conditioning supply	0.1	0.0	0.1	0.4	13.2	19.2	17.3	49.6	100.0
	Water supply; sewage, waste management and remediation activities	0.8	10.5	0.9	5.4	9.6	8.5	5.9	58.4	100.0
	Construction	1.5	0.3	3.6	13.5	9.8	9.1	11.8	50.2	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	2.2	8.4	18.5	21.2	11.0	14.7	5.3	18.7	100.0
	Transportation and storage	1.5	0.5	2.6	16.5	12.8	22.7	12.3	31.0	100.0
	Accommodation and food service activities	12.9	21.3	18.2	18.5	8.1	6.7	3.5	10.9	100.0
	Information and communication	1.0	0.4	5.0	11.3	14.2	15.6	7.6	44.8	100.0
	Financial and insurance activities	0.1	0.2	0.8	2.6	3.5	2.4	21.0	69.3	100.0
	Real estate activities	3.1	4.2	9.0	13.3	10.0	6.2	5.2	49.0	100.0
	Professional, scientific and technical activities	1.2	0.3	0.6	5.8	4.3	11.7	4.1	72.0	100.0
	Administrative and support service activities	15.2	18.9	22.1	16.7	13.8	5.0	2.7	5.6	100.0
	Public administration and defense; compulsory social security	0.1	0.0	0.0	6.4	9.6	14.2	13.4	56.2	100.0
	Education	0.3	0.8	2.2	3.1	9.0	11.9	13.7	58.9	100.0
	Human Health and social work activities	2.9	3.2	3.4	7.1	8.0	10.7	11.0	53.6	100.0
	Arts, entertainment and recreation	5.5	0.4	41.6	8.1	6.2	3.4	12.9	22.0	100.0
	Other service activities	10.3	10.2	16.6	16.5	10.5	9.2	3.0	23.6	100.0
	Total	54,518	171,740	148,698	220,273	218,111	247,178	225,451	940,587	2,226,557
ZNZ	Agriculture, forestry and fishing	0.0	0.0	0.0	13.0	21.8	30.0	10.1	25.1	100.0
	Mining and quarrying	0.0	0.0	60.0	20.0	0.0	0.0	0.0	20.0	100.0
	Manufacturing	0.3	0.7	5.6	10.1	11.5	12.9	4.2	54.5	100.0
	Electricity, gas, steam and air conditioning supply	0.0	0.0	0.0	0.0	0.0	0.0	15.0	85.0	100.0
	Water supply; sewage, waste management and remediation activities	0.0	0.0	0.0	30.1	14.1	17.2	8.0	30.6	100.0

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	Above 700,000	Total
	Construction	0.0	0.0	0.0	32.1	9.1	25.5	12.8	20.5	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	0.4	0.0	1.2	31.4	10.9	8.9	6.7	40.5	100.0
	Transportation and storage	0.1	0.4	1.2	5.1	4.0	1.6	12.4	75.2	100.0
	Accommodation and food service activities	0.1	0.8	3.4	55.4	12.4	11.1	5.9	10.8	100.0
	Information and communication	0.2	0.0	0.4	6.1	8.2	6.8	10.4	67.9	100.0
	Financial and insurance activities	0.4	0.0	3.4	5.4	1.0	1.2	0.9	87.7	100.0
	Real estate activities	0.0	0.0	0.0	0.0	5.4	5.4	6.5	82.6	100.0
	Professional, scientific and technical activities	0.4	0.0	0.1	3.1	5.9	11.2	12.3	67.0	100.0
	Administrative and support service activities	16.9	0.0	55.1	5.9	10.2	5.1	0.8	5.9	100.0
	Public administration and defense; compulsory social security	0.0	0.0	0.0	10.5	9.9	10.7	12.5	56.5	100.0
	Education	1.4	0.6	1.1	6.7	10.5	10.0	7.2	62.7	100.0
	Human Health and social work activities	0.1	0.1	0.1	16.6	12.8	12.6	12.3	45.4	100.0
	Arts, entertainment and recreation	0.0	0.0	0.0	11.5	16.7	23.3	13.6	34.8	100.0
	Other service activities	0.0	0.0	0.0	7.1	10.7	3.6	7.1	71.4	100.0
	Total	287	142	407	6,189	5,128	5,419	4,713	26,704	48,989

Findings in Table 3.5 indicate that the Professional, Scientific, and Technical Activities sector in United Republic of Tanzania has the highest proportion of employees with permanent contracts earning wages above TZS 700,000, accounting for 71.8 percent, followed by the Financial and Insurance Activities sector at 69.5 percent. In contrast, the Administrative and Support Service Activities sector has the highest proportion of permanent employees earning below TZS 140,000, representing 15.2 percent.

Key Message

Professional, scientific and technical activities have the largest proportion of employees with permanent contracts in URT earning higher wages - above TZS 700,000 (71.8 percent).

3.7 Monthly wage Rate for employee with Temporary Contract by Industry

Table 3.6: Percentage Distribution of Citizen Employees with Temporary Contracts by Industry and Monthly Wage Rate (TZS) Group; Tanzania, 2023/24 EES

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000- 299,999	300,000- 399,999	400,000- 499,999	500,000- 599,999	600,000 - 699,999	Above 700,000	Total
URT	Agriculture, forestry and fishing	6.6	15.0	10.3	17.0	11.1	3.5	4.3	32.2	100.0
	Mining and quarrying	29.8	16.0	8.3	9.6	5.0	5.0	11.0	15.3	100.0
	Manufacturing	5.0	40.0	19.0	13.0	6.5	3.6	3.4	9.5	100.0
	Electricity, gas, steam and air conditioning supply	0.0	0.2	19.7	6.2	11.2	9.7	16.6	36.4	100.0
	Water supply; sewage, waste management and remediation activities	5.9	17.9	12.8	32.6	4.4	10.0	1.2	15.1	100.0
	Construction	1.9	3.6	4.8	16.2	10.4	13.1	17.1	32.9	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	8.2	11.5	28.8	18.3	7.7	4.1	2.7	18.7	100.0
	Transportation and storage	4.5	7.2	4.7	8.1	4.0	48.2	2.3	20.9	100.0
	Accommodation and food service activities	26.0	21.1	18.5	10.3	8.6	2.0	1.1	12.3	100.0
	Information and communication	2.4	10.6	5.5	26.5	16.5	21.0	4.1	13.3	100.0
	Financial and insurance activities	1.2	10.9	15.7	10.5	7.0	9.6	15.5	29.6	100.0
	Real estate activities	0.2	0.7	3.4	30.3	7.8	7.2	0.3	50.1	100.0
	Professional, scientific and technical activities	4.0	0.6	12.9	10.5	3.2	4.6	9.9	54.3	100.0
	Administrative and support service activities	20.2	13.3	41.2	4.6	3.6	6.4	3.5	7.2	100.0
	Public administration and defense; compulsory social security	0.4	0.7	0.3	30.9	12.8	8.8	10.3	35.9	100.0
	Education	3.6	7.4	17.4	21.6	14.1	10.0	5.5	20.4	100.0
	Human Health and social work activities	2.9	8.4	14.7	21.1	11.3	10.1	6.0	25.5	100.0
	Arts, entertainment and recreation	15.4	11.5	13.0	14.5	6.1	18.6	2.7	18.2	100.0
	Other service activities	23.2	14.5	18.4	17.1	5.4	3.2	1.6	16.7	100.0
	Total	150,181	228,736	262,950	180,315	100,457	90,244	51,523	208,889	1,273,294
TZM	Agriculture, forestry and fishing	6.6	15.0	10.3	17.0	11.1	3.5	4.3	32.2	100.0
	Mining and quarrying	29.9	16.1	8.2	9.6	5.0	5.0	11.0	15.3	100.0

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	Above 700,000	Total
	Manufacturing	5.0	40.0	19.1	12.8	6.5	3.6	3.4	9.5	100.0
	Electricity, gas, steam and air conditioning supply	-	0.2	19.7	6.2	11.2	9.7	16.6	36.4	100.0
	Water supply; sewage, waste management and remediation activities	2.7	19.7	13.0	31.9	4.8	9.9	1.3	16.7	100.0
	Construction	2.1	3.9	5.2	12.6	10.2	13.5	18.1	34.4	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	8.2	11.6	28.9	18.1	7.6	4.1	2.7	18.8	100.0
	Transportation and storage	4.5	7.3	4.8	7.5	3.9	48.8	2.3	20.9	100.0
	Accommodation and food service activities	27.7	22.6	19.6	7.2	7.7	1.6	0.8	12.8	100.0
	Information and communication	2.4	11.0	5.1	26.5	16.4	21.5	4.0	13.1	100.0
	Financial and insurance activities	1.0	11.0	16.0	10.5	7.0	9.7	15.2	29.5	100.0
	Real estate activities	0.2	0.7	3.4	30.3	7.8	7.2	0.3	50.1	100.0
	Professional, scientific and technical activities	4.1	0.5	13.1	9.6	2.7	4.5	10.1	55.4	100.0
	Administrative and support service activities	20.3	13.3	41.3	4.4	3.6	6.5	3.5	7.2	100.0
	Public administration and defense; compulsory social security	0.2	0.6	0.3	30.2	13.0	8.9	10.4	36.4	100.0
	Education	2.9	7.1	17.1	21.4	14.4	10.2	5.7	21.1	100.0
	Human Health and social work activities	2.8	8.5	14.8	21.0	11.1	10.1	6.0	25.7	100.0
	Arts, entertainment and recreation	15.5	11.5	13.0	14.2	6.0	18.7	2.7	18.4	100.0
	Other service activities	23.2	14.5	18.5	17.1	5.4	3.2	1.6	16.6	100.0
	Total	148,324	227,662	260,486	168,130	96,343	88,412	50,324	206,819	1,246,499
ZNZ	Agriculture, forestry and fishing	0.0	0.0	0.0	10.0	0.0	90.0	0.0	0.0	100.0
	Mining and quarrying	0.0	3.6	57.1	32.1	5.4	1.8	0.0	0.0	100.0
	Manufacturing	1.4	2.5	9.2	63.1	5.1	6.2	8.3	4.1	100.0
	Electricity, gas, steam and air conditioning supply	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	Above 700,000	Total
	Water supply; sewage, waste management and remediation activities	37.4	0.0	11.4	39.5	0.9	10.7	0.0	0.0	100.0
	Construction	0.2	0.0	0.1	63.8	12.6	7.9	3.0	12.5	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	3.1	3.2	11.2	57.9	12.1	5.9	2.8	3.8	100.0
	Transportation and storage	2.4	0.0	1.9	58.7	6.9	5.3	3.9	20.9	100.0
	Accommodation and food service activities	1.4	1.0	2.5	54.3	22.0	7.5	5.2	6.0	100.0
	Information and communication	2.3	0.0	16.3	28.1	19.8	6.5	6.5	20.5	100.0
	Financial and insurance activities	11.1	2.5	2.0	9.0	6.6	3.7	30.7	34.4	100.0
	Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0
	Professional, scientific and technical activities	0.9	3.4	6.4	43.4	20.9	6.8	5.5	12.8	100.0
	Administrative and support service activities	2.7	5.1	29.5	46.6	6.6	3.1	0.6	5.7	100.0
	Public administration and defense; compulsory social security	7.7	3.3	0.8	59.5	4.6	1.6	5.5	17.0	100.0
	Education	17.2	12.4	22.9	25.6	7.7	4.6	3.1	6.5	100.0
	Human Health and social work activities	11.4	3.2	12.0	23.5	21.7	12.2	4.6	11.3	100.0
	Arts, entertainment and recreation	10.7	19.4	11.7	39.8	11.7	6.8	0.0	0.0	100.0
	Other service activities	6.2	0.0	0.0	16.8	2.7	17.7	1.8	54.9	100.0
	Total	1,857	1,074	2,464	12,185	4,114	1,832	1,199	2,070	26,795

Results in Table 3.6 Indicates the Professional, Scientific, and Technical Activities in United Republic of Tanzania records the highest proportion of temporary employees earning wages above TZS 700,000, accounting for 54.3 percent, followed by the Real Estate Activities sector at 50.1 percent. Conversely, the Mining and Quarrying sector has the largest share of temporary employees earning below TZS 140,000, representing 29.8 percent

Furthermore, the results indicate that a significant share of employees with temporary contracts in the Education sector fall within the wage of TZS 300,000–399,999 (21.6%) and above TZS 700,000 (20.4%). In contrast, in the Manufacturing sector, a large proportion of temporary employees 29.8% earn less than TZS 140,000

Key Message

Professional, scientific and technical activities have the largest proportion of employees with temporary contracts in URT earning higher wages - above TZS 700,000 (54.3 percent).

CHAPTER FOUR

Cash Earnings Profile

4.1 Introduction

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. This chapter presents cash earnings profile of employees in the formal sector by different characteristics such as sex, industry and sector of employment.

4.2 Monthly Average Cash Earnings by Sector.

This section presents findings on differentials in distribution of monthly cash earnings between public and private sector. The information derived from this section can be used by relevant authorities in periodical reviews of wage structure in the private and public sector in order to improve distribution of economic benefits.

Table 4.1: Monthly Average Cash Earnings (TZS) by Sector and Sex; Tanzania, 2022/23 and 2023/24 EES

Place of residence	Sector	2022/23			2023/24		
		Male	Female	Overall Average	Male	Female	Overall Average
URT	Private	529,022	511,176	510,016	571,368	579,451	549,373
	Public	1,291,858	1,149,715	1,229,171	1,320,443	1,187,599	1,273,395
	Overall Average	594,607	570,882	569,951	635,685	635,590	609,354
TZM	Private	527,711	509,973	509,269	572,520	581,456	550,887
	Public	1,282,380	1,144,692	1,222,837	1,314,684	1,184,588	1,269,611
	Overall Average	591,618	568,455	567,909	635,423	636,413	609,704
ZNZ	Private	661,985	544,207	618,042	693,664	575,376	648,248
	Public	1,190,186	946,398	1,055,874	1,417,965	1,130,077	1,259,557
	Overall Average	905,306	800,716	856,167	1,042,459	933,610	990,531

Findings from Table 4.1 indicate that the overall monthly average cash earnings for employees in the formal sector in the United Republic of Tanzania (URT) increased from TZS 569,951 in 2022/23 to TZS 609,354 in 2023/24. The results further show that for the year 2023/24, the average earnings in the public sector were more than double those in the private sector, with employees earning TZS 1,273,395 in the public

sector compared to TZS 549,373 in the private sector. A similar pattern is observed in both Mainland Tanzania and Tanzania Zanzibar, where public sector earnings consistently surpass those in the private sector.

In terms of gender differences, the data reveal a relatively small gender disparity at the national level, with male employees earning an average of TZS 635,685 and female employees earning TZS 635,590. However, this gap is more pronounced within the public sector, where male earnings significantly exceed those of their female counterparts.

4.3 Monthly Average Cash Earnings by Sub Sector.

This section analyses the distribution of monthly cash earnings by detailed sectors. Information derived from this analysis is vital for formulation of policies for special groups and determining levels of payments in different economic sectors. It can also be used as a basis for setting minimum wage as well as evaluating pay structure in different sectors.

Table 4.2: Monthly Average Cash Earnings (TZS) by Sub- Sector and Sex; Tanzania, 2023/24 EES

Sector and Subsector	URT			TZM			ZNZ		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
Private									
Profit Making Institutions	565,962	573,935	541,968	567,332	576,196	543,675	683,674	573,452	641,787
Non - Profit Making Institutions	615,315	629,428	606,989	614,835	629,509	606,819	1,206,468	639,412	908,072
Cooperatives	489,966	485,901	482,527	490,307	486,425	483,009	121,460	112,726	119,451
Overall Average	571,368	579,451	549,373	572,520	581,456	550,887	693,664	575,376	648,248
Public									
Central and Local Governments	1,336,037	1,190,381	1,284,997	1,333,331	1,189,907	1,284,050	1,305,902	1,021,227	1,138,609
Parastatal Organizations	1,224,507	1,170,249	1,200,933	1,198,597	1,150,943	1,178,354	1,756,602	1,893,936	1,808,831
Overall Average	1,320,443	1,187,599	1,273,395	1,314,684	1,184,588	1,269,611	1,417,965	1,130,077	1,259,557

Findings in Table 4.2 shows distribution of average monthly cash earnings by sub sectors. It is indicated that, there is no much difference in earnings within the government. Average monthly cash earnings for employees in Central and Local Governments; and in Parastatal Organizations are nearly equal, just above one million

Shillings. On the other hand, for the private sector, average monthly cash earnings are highest for employees in nonprofit institutions (TZS 606,989) and lowest for employees working in cooperatives (TZS 482,527) although without much differences between in overall earnings.

4.4 Monthly Average Cash Earnings by 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. Generally, results in this section provide a basis for formulation of programmes to enhance working conditions for employees in different sectors.

Table 4.3: Monthly Average Cash Earnings (TZS) by Sub -Sector and Category of Employment; Tanzania, 2023/24 EES

Sub-Sector	URT		TZM		ZNZ	
	Regular Employees	Casual Employees	Regular Employees	Casual Employees	Regular Employees	Casual Employees
Private Profit-Making Institutions	614,191	189,349	615,760	188,739	732,408	244,577
Private Non-Profit Making Institutions	691,448	145,862	691,373	145,778	965,972	137,854
Cooperatives	558,466	136,704	558,907	136,762	90,856	139,322
Central and Local Governments	1,316,244	210,673	1,316,025	210,673	1,138,609	0
Parastatal Organizations	1,227,940	317,278	1,206,188	293,650	1,788,162	3,993,778
Overall Average	684,518	184,067	684,736	183,410	1,053,195	285,943

Findings in Table 4.3 indicates that the overall monthly average cash earnings for regular employees in the formal sector is about TZS 684,518 On the other hand, it is also indicated that, average monthly cash earnings for casual employee are TZS 184,067.

4.5 Monthly Average Cash Earnings of Employees by Industry.

The analysis of cash earnings by industry and sex provides useful information for determining income variation 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) per individual Employees by Industry and Sex; Tanzania, 2023/24 EES

Industry	URT			TZM			ZNZ		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	551,736	596,875	551,382	548,558	593,800	548,473	2,355,044	2,867,486	2,528,036
Mining and quarrying	798,605	1,018,048	814,033	811,505	1,038,906	827,404	255,250	202,632	235,962
Manufacturing	298,571	298,360	292,761	298,611	298,230	292,797	376,368	534,545	401,871
Electricity, gas, steam and air conditioning supply	938,772	853,785	894,394	937,863	852,320	893,342	1,309,017	1,381,300	1,322,777
Water supply; sewerage, waste management and remediation activities	933,432	867,051	907,941	941,396	872,314	914,963	528,749	540,966	533,532
Construction	743,298	906,946	762,423	744,500	908,412	763,846	561,441	563,179	561,607
Wholesale and retail trade; repair of motor vehicles and motorcycles	565,150	632,959	568,094	565,882	634,396	568,874	640,296	567,727	617,474
Transportation and storage	772,530	683,657	764,884	769,819	681,645	763,078	2,530,750	3,025,505	2,726,781
Accommodation and food service activities	563,846	482,254	497,960	564,260	481,168	497,447	879,516	775,880	841,098
Information and communication	597,859	588,221	584,050	592,221	583,395	579,269	1,523,278	1,314,291	1,446,601
Financial and insurance activities	1,467,239	1,316,912	1,346,772	1,471,394	1,321,726	1,350,400	989,961	785,917	905,911
Real estate activities	937,452	968,439	933,473	937,948	969,179	934,704	1,365,431	728,304	1,148,931
Professional, scientific and technical activities	1,054,711	922,226	1,018,201	1,057,690	924,374	1,022,489	1,536,400	1,575,388	1,555,327
Administrative and support service activities	574,741	592,999	574,493	576,191	595,164	576,231	509,083	462,133	498,910
Public administration and defense; compulsory social security	1,292,638	1,118,323	1,228,899	1,285,555	1,113,728	1,224,043	1,525,037	1,242,629	1,399,271
Education	968,566	909,816	931,557	988,806	941,569	963,156	962,957	744,143	812,367
Human health and social work activities	659,315	639,557	637,127	662,571	642,563	640,027	1,018,103	927,323	967,313
Arts, entertainment and recreation	682,998	642,780	669,598	673,689	633,434	659,621	1,312,888	1,677,705	1,472,645
Other service activities	530,306	509,106	518,519	529,785	508,504	518,086	1,189,801	1,508,573	1,331,720
Overall Average	635,685	635,590	609,354	635,423	636,413	609,704	1,042,459	933,610	990,531

Table 4.4 presents the monthly average cash earnings of employees by industry and sex in Tanzania for 2023/24. The data show that employees in the financial and insurance activities industry receive the highest average monthly earnings at TZS 1,346,772 followed by those in public administration and defence; compulsory social security, earning TZS 1,228,899. These figures reflect the relatively higher wage structures typically associated with formal, skilled professions and government-related sectors.

In contrast, the lowest average monthly earnings are observed in manufacturing (TZS 292,761) and accommodation and food service activities (TZS 497,960). These sectors often rely on lower-skilled or semi-skilled labor, which may account for the

lower pay levels. Additionally, the data highlight notable regional variations—Tanzania Zanzibar, for example, shows higher earnings in some industries such as transportation and storage (TZS 2,726,781) and professional, scientific and technical activities (TZS 1,555,327), suggesting specific sectoral strengths in the region. Overall, the analysis points to significant wage disparities across industries, with higher earnings concentrated in financial services and public administration, and lower earnings in labor-intensive and service-oriented sectors.

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, 2023/24 EES

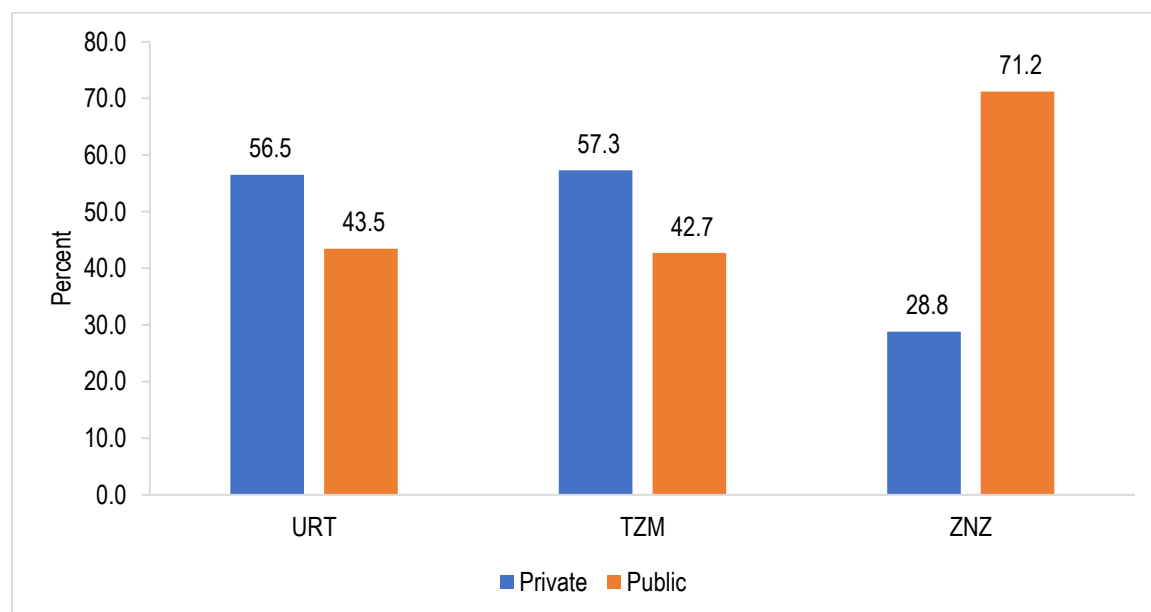


Figure 4.1 reveals that, generally private sector has the largest proportion of total annual cash earnings of employees in the formal sector compared to public sector. Contrarily, for Tanzania Zanzibar total annual cash earning of private sector is lower than that of the public sector.

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, 2023/24 EES

Industry	URT	TZM	ZNZ
Agriculture, forestry and fishing	1,185,393	1,135,429	49,964
Mining and quarrying	631,160	630,195	966
Manufacturing	3,074,500	3,062,236	12,263
Electricity, gas, steam and air conditioning supply	420,623	408,115	12,508
Water supply; sewerage, waste management and remediation activities	284,330	264,361	19,969
Construction	886,100	859,662	26,438
Wholesale and retail trade; repair of motor vehicles and motorcycle	2,346,822	2,333,581	13,241
Transportation and storage	1,513,567	1,442,627	70,940
Accommodation and food service activities	2,377,439	2,218,865	158,574
Information and communication	314,052	299,053	14,998
Financial and insurance activities	2,107,573	2,095,354	12,219
Real estate activities	113,627	112,207	1,420
Professional, scientific and technical activities	969,530	932,967	36,563
Administrative and support service activities	2,102,650	2,096,544	6,107
Public administration and defense; compulsory social security	6,083,712	5,886,818	196,894
Education	8,186,768	7,942,892	243,876
Human health and social work activities	2,845,817	2,741,521	104,296
Arts, entertainment and recreation activities	216,388	208,276	8,111
Other service activities	1,023,527	1,021,193	2,333
Total	36,683,578	35,691,897	991,680

Findings from Table 4.5 show that the total annual cash earnings from the formal sector in Tanzania amounted to TZS 36,683,578 million in 2023/24. The industries contributing the largest shares to this total are education (TZS 8,186,768 million), public administration and defense; compulsory social security (TZS 6,083,712 million), and manufacturing (TZS 3,074,500 million). These three sectors dominate in terms of total cash earnings at the national level.

The same trend is observed in both Mainland Tanzania and Tanzania Zanzibar. In TZM, Education, public administration, and manufacturing also lead in total earnings. In ZNZ, although the absolute figures are much lower, these industries still contribute significantly, particularly education (TZS 243,876 million) and public administration (TZS 196,894 million). This pattern highlights the important role of the public administration and manufacturing in driving formal sector earnings across all regions of the country.

4.8 Annual Cash Earnings of Employees by Category of Employment

The availability and use of cash earnings information of the country's workforce is crucial for the formulation and evaluation of employment related policies and national development programs. Cash earnings information is also useful in determining remuneration and earning patterns of different industries.

Table 4.6: Percentage Distribution of Annual Cash Earnings by Industry and Category of Employment; Tanzania, 2023/24 EES

Industry	URT			TZM			ZNZ		
	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total
Agriculture, forestry and fishing	2.8	0.5	3.2	2.7	0.5	3.2	4.9	0.1	5.0
Mining and quarrying	1.7	0.0	1.7	1.7	0.0	1.8	0.0	0.1	0.1
Manufacturing	7.4	0.9	8.4	7.6	1.0	8.6	0.8	0.5	1.2
Electricity, gas, steam and air conditioning supply	1.1	0.0	1.1	1.1	0.0	1.1	1.3	0.0	1.3
Water supply; sewage, waste management and remediation activities	0.8	0.0	0.8	0.7	0.0	0.7	2.0	0.0	2.0
Construction	1.8	0.6	2.4	1.8	0.6	2.4	2.1	0.5	2.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.0	0.4	6.4	6.2	0.4	6.5	1.2	0.1	1.3
Transportation and storage	4.0	0.1	4.1	4.0	0.1	4.0	6.7	0.4	7.2
Accommodation and food service activities	6.3	0.2	6.5	6.0	0.2	6.2	15.7	0.3	16.0
Information and communication	0.8	0.0	0.9	0.8	0.1	0.8	1.5	0.0	1.5
Financial and insurance activities	5.7	0.0	5.7	5.9	0.0	5.9	1.2	0.0	1.2
Real estate activities	0.3	0.0	0.3	0.3	0.0	0.3	0.1	0.0	0.1
Professional, scientific and technical activities	2.6	0.0	2.6	2.6	0.0	2.6	3.7	0.0	3.7
Administrative and support service activities	5.4	0.3	5.7	5.6	0.3	5.9	0.5	0.1	0.6
Public administration and defence; compulsory social security	16.5	0.0	16.6	16.5	0.0	16.5	19.9	0.0	19.9
Education	22.2	0.1	22.3	22.2	0.1	22.3	24.5	0.1	24.6
Human Health and social work activities	7.7	0.1	7.8	7.6	0.1	7.7	10.4	0.2	10.5
Arts, entertainment and recreation	0.6	0.0	0.6	0.6	0.0	0.6	0.8	0.0	0.8

Industry	URT			TZM			ZNZ		
	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total
Other service activities	2.5	0.3	2.8	2.6	0.3	2.9	0.2	0.0	0.2
Total	96.4	3.6	100.0	96.4	3.6	100.0	97.6	2.4	100.0

Table 4.6 reveals that the vast majority of annual cash earnings in Tanzania are received by regular employees, accounting for 96.4 percent, while casual employees earn only 3.6 percent. This pattern is consistent across both Mainland Tanzania and Tanzania Zanzibar. Among the industries, Education (22.3 percent) and public administration, defense, and compulsory social security (16.6 percent) contribute the largest shares of annual cash earnings for regular employees, highlighting the dominant role of public sector employment in overall earnings distribution.

Conversely, industries such as real estate activities (0.3 percent) and arts, entertainment, and recreation (0.6 percent) contribute the smallest shares to annual cash earnings, indicating limited employment or lower wage levels in these sectors.

CHAPTER FIVE

Annual Wage Bill Profile

5.1 Introduction

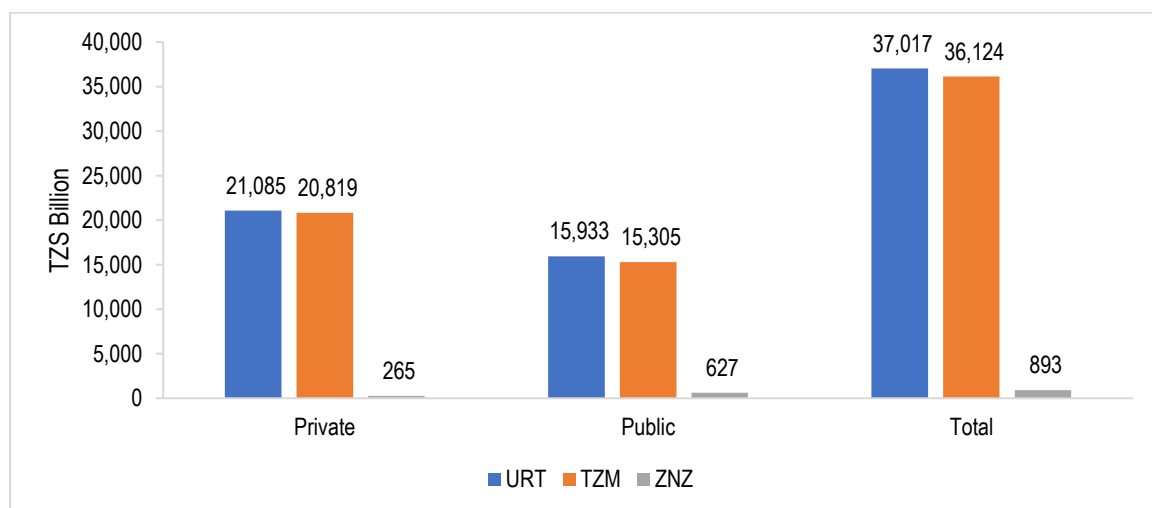
The wage bill is the total sum of gross wages of an establishment. The figures represent workers' claims for furnishing labour in production of goods or services on behalf of employers.

This chapter provides information on gross cash earnings and free rations in the annual wage bills for 2023/24. The analysis is done in regard to distribution of wage bill by sector of employment, industry, category of employment and region.

5.2 Annual Wage Bill by Sector

This section illustrates the distribution of annual wage bill by public and private sectors of employment. The analysis is done by considering the level of employment in a particular sector over the same reference period to realize the real impact of changes in the annual wage bill observed in 2023/24.

Figure 5.1: Distribution of Annual Wage Bill (TZS billion) by Sector, Tanzania, 2023/24 EES

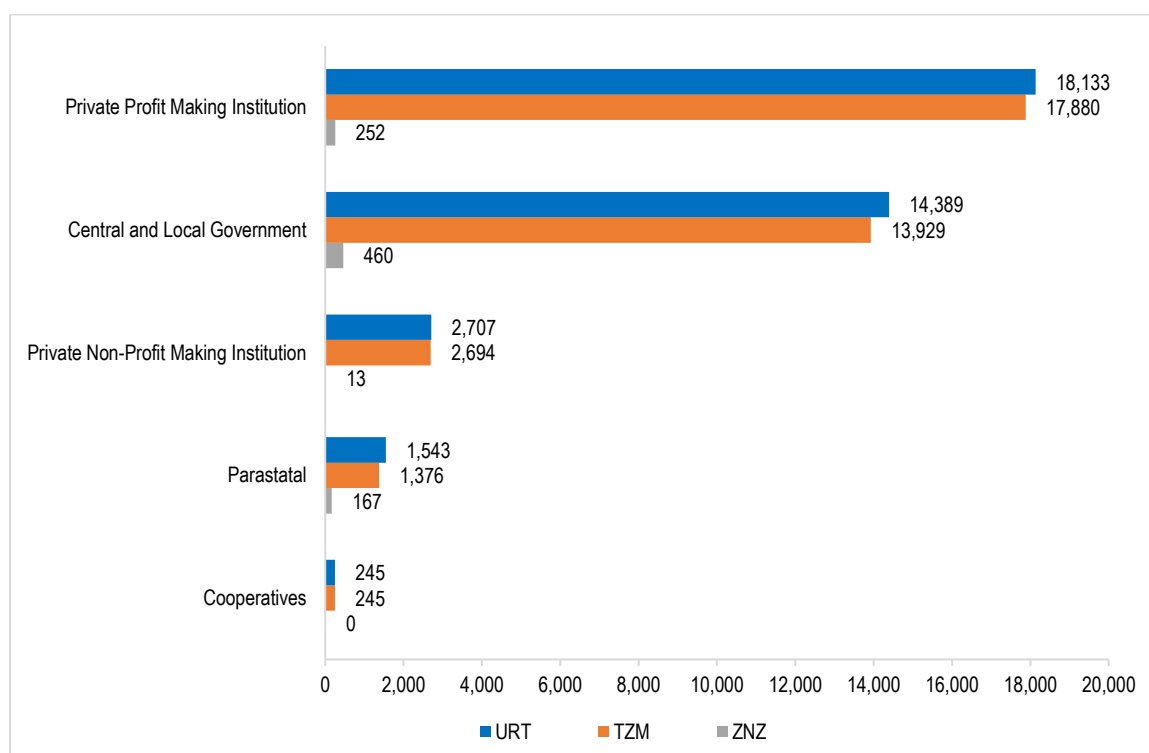


Results from Figure 5.1 indicate that the total annual wage bill for 2023/24 amounts to TZS 37,017 billion. The private sector accounts for the larger share, contributing TZS 21,085 billion while the public sector accounts for TZS 15,933 billion.

5.3 Annual Wage Bill by Sub-Sector

Analysis of distribution of wage bill by sub-sector of the economy shows comparative costs of employers across the detailed sectors in the economy. 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 Sub-Sector; Tanzania, 2023/24 EES



Results from Figure 5.2 indicate that the largest annual wage bill is incurred by employers in private profit-making institutions, amounting to TZS 18,133 billion. This is followed by central and local government employers, with a total of TZS 14,389 billion, while private non-profit-making institutions rank third at TZS 2,707 billion. In contrast, cooperatives recorded the smallest share of the annual wage bill, totaling TZS 245 billion. This lower wage bill in the cooperative sector is primarily due to its relatively small number of employees compared to other sectors. A similar trend is observed in Mainland Tanzania.

Furthermore, the results show that the largest annual wage bill in Tanzania Zanzibar is incurred by central and local government employers, totaling TZS 460 billion. This

is followed by private profit-making Institutions, which account for TZS 252 billion, while parastatal organizations rank third with TZS 167 billion.

5.4 Annual Wage Bill by Industry

Analysis of wage bill by industry provides an indication of relative costs incurred by employers in different industries. This information is vital in assessing the employment programs that may be implemented in the industries with a focused outcome of increasing productivity.

Table 5.1: Percentage Distribution of Annual Wage Bill (TZS Billion) by Industry and Sector; Tanzania, 2023/24 EES

Industry	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Agriculture, forestry and fishing	5.1	0.8	3.3	5.1	0.8	3.3	3.6	0.5	2.7
Mining and quarrying	2.6	0.6	1.8	2.7	0.7	1.8	0.0	0.4	0.1
Manufacturing	14.1	0.8	8.5	14.5	0.8	8.7	0.6	3.3	1.4
Electricity, gas, steam and air conditioning supply	0.4	2.2	1.1	0.3	2.2	1.1	1.9	0.0	1.3
Water supply; sewage, waste management and remediation activities	0.4	1.4	0.8	0.3	1.4	0.7	4.1	0.0	2.9
Construction	3.3	1.2	2.4	3.4	1.1	2.4	0.8	9.4	3.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	10.7	0.5	6.4	11.0	0.5	6.6	1.1	2.7	1.6
Transportation and storage	5.2	2.4	4.0	5.3	2.4	4.0	4.2	2.5	3.7
Accommodation and food service activities	10.5	1.1	6.5	10.8	0.1	6.3	0.0	53.1	15.8
Information and communication	1.1	0.6	0.9	1.0	0.5	0.8	1.6	2.1	1.7
Financial and insurance activities	9.1	1.1	5.8	9.3	1.1	5.8	2.7	3.1	2.9
Real estate activities	0.4	0.2	0.3	0.4	0.2	0.3	0.2	0.1	0.2
Professional, scientific and technical activities	1.1	4.8	2.6	1.0	4.8	2.6	4.9	0.4	3.6
Administrative and support service activities	9.8	0.1	5.7	10.1	0.0	5.8	0.0	1.9	0.6
Public administration and defence; compulsory social security	2.0	36.5	16.5	1.2	37.1	16.4	29.8	0.0	21.0
Education	12.0	36.3	22.2	11.4	36.6	22.1	32.6	14.4	27.2
Human Health and social work activities	6.8	8.8	7.7	6.7	8.9	7.6	10.7	4.8	8.9
Arts, entertainment and recreation	0.8	0.3	0.6	0.8	0.3	0.6	1.1	0.3	0.9
Other service activities	4.6	0.3	2.8	4.8	0.3	2.9	0.0	1.0	0.3
Total (Percentage)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total (TZS billion)	21,447	15,571	37,017	20,819	15,305	36,124	627	265	893

Findings from Table 5.1 show that the Education industry accounts for the largest share of the annual wage bill, representing 22.2 percent, followed by public administration and defence; compulsory social security at 16.5 percent. The manufacturing industry ranks third, contributing 8.5 percent. A similar trend is observed in Mainland Tanzania.

In Tanzania Zanzibar, the annual wage bill is also highest in the education industry, accounting for 27.2 percent, followed by public administration and defence; compulsory social security with 21.0 percent.

The results further reveal that, within the private sector, the manufacturing industry accounts for the largest share of the annual wage bill at 14.1 percent, followed by education industry at 12.0 percent and Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles at 10.7 percent. The lowest proportions are observed in water supply; sewerage, waste management and remediation activities, real estate activities, and electricity, gas, steam and air conditioning supply, each contributing just 0.4 percent.

In the public sector, the highest shares of the annual wage bill are recorded in public administration and defence; compulsory social security (36.5 percent), education (36.3 percent), and human health and social work activities (8.8 percent). A similar trend in the distribution of the annual wage bill across industries is observed in both the private and public sectors in Mainland Tanzania.

5.5 Annual Wage Bill by Region

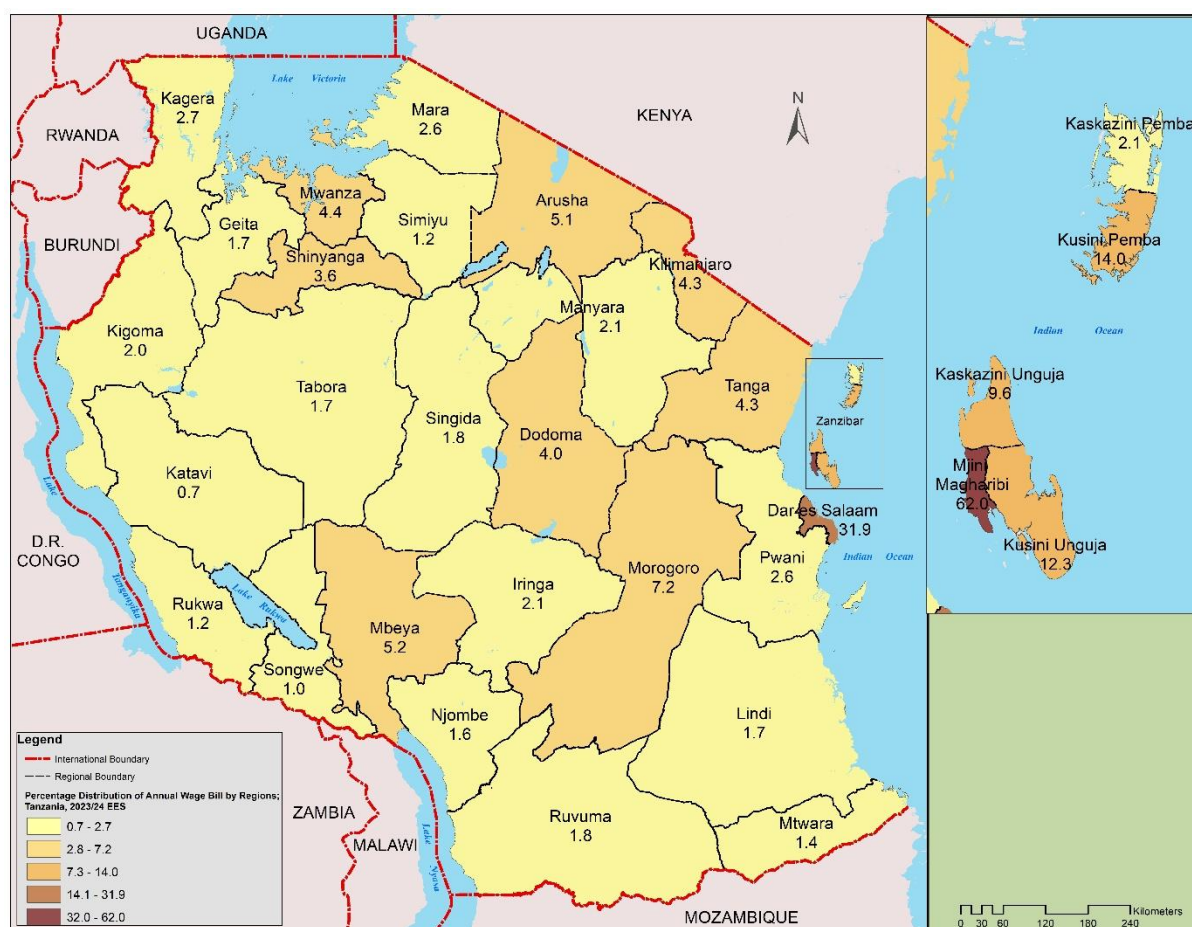
Distribution of Annual wage bill by region indicates variations of employers' cost in different regions. Normally, employers' cost has a significant bearing of the level of economic activities, therefore the analysis of the distribution of wage bill by region can provide an understanding of disparities of economic activities in different regions.

Table 5.2: Percentage Distribution of Annual Wage Bill (TZS billion) by Regions; Tanzania, 2022/23 and 2023/24 EES

Place of Residence	Region	Percentage	
		2022/23	2023/24
TZM	Dodoma	5.0	4.0
	Arusha	3.5	5.1
	Kilimanjaro	4.3	4.3
	Tanga	5.6	4.3
	Morogoro	8.6	7.2
	Pwani	2.3	2.6
	Dar es Salaam	27.8	31.9
	Lindi	1.7	1.7

Place of Residence	Region	Percentage	
		2022/23	2023/24
	Mtwara	1.2	1.4
	Ruvuma	2.2	1.8
	Iringa	2.8	2.1
	Mbeya	4.6	5.2
	Singida	2.1	1.8
	Tabora	1.9	1.7
	Rukwa	1.5	1.2
	Kigoma	2.3	2.0
	Shinyanga	3.2	3.6
	Kagera	2.6	2.7
	Mwanza	4.4	4.4
	Mara	2.6	2.6
	Manyara	1.8	2.1
	Njombe	1.5	1.6
	Katavi	1.1	0.7
	Simiyu	1.5	1.2
	Geita	2.6	1.7
	Songwe	1.2	1.0
	Total (Percentage)	100.0	100.0
	Total (TZS billion)	34,863	36,124
ZNZ	Kaskazini Unguja	14.3	9.6
	Kusini Unguja	13.2	12.3
	Mjini Magharibi	57.4	62.0
	Kaskazini Pemba	2.5	2.1
	Kusini Pemba	12.6	14.0
	Total (Percentage)	100.0	100.0
	Total (TZS billion)	789	893
URT	Total (TZS billion)	35,652	37,017

Map 5. 1: Percentage Distribution of Annual Wage Bill (TZS billion) by Regions; Tanzania, 2023/24 EES



Findings indicate that Dar es Salaam accounts for the largest share of the annual wage bill in Mainland Tanzania, representing 31.9 percent, followed by Morogoro and Mbeya regions with 7.2 percent and 5.2 percent, respectively. On the other hand, Katavi and Songwe regions recorded the lowest shares, contributing 0.7 percent and 1.0 percent, respectively. In Tanzania Zanzibar, the highest proportion of the annual wage bill is concentrated in the Mjini Magharibi region, which accounts for 62.0 percent. Overall, regions with higher annual wage bills tend to have correspondingly higher levels of employment (Table 5.2 and Map 5.1).

CHAPTER SIX

Newly Recruited Workers

6.1 Introduction

Recruitment is the process of identifying and attracting potential candidates to fill vacant positions within an organization. This chapter analyzes various characteristics of newly recruited workers, including the nature of the positions filled, occupations, gender, educational level, sector of employment, citizenship, and starting salary.

6.2 Recruited Employees by Sector

The recruitment of new employees plays an important role in the performance of an organization to achieve its goals of service delivery. This section presents analysis of distribution of newly recruited workers in the formal sector in terms of sector, sex and nature of job posts filled, either as existing vacancies in the establishment or newly created posts.

The recruitment of new employees plays a vital role in enhancing an organization's performance and achieving its service delivery goals. This section presents an analysis of the distribution of newly recruited workers in the formal sector, categorized by sector, gender, and the nature of the job posts filled whether they are existing vacancies or newly created positions.

Table 6.1: Number of Newly Recruited Workers by Sector, Nature of Position Filled and Sex; Tanzania, 2023/24 EES

Place of Residence	Sector	Filled Vacant Post			Newly Created Post			Total		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
URT	Private	95,373	102,608	197,981	33,701	36,554	70,255	129,074	139,162	268,236
	Public	6,474	4,540	11,014	51,442	34,095	85,537	57,916	38,635	96,551
	Total	101,847	107,148	208,995	85,143	70,649	155,792	186,990	177,797	364,787
TZM	Private	95,317	102,581	197,898	33,095	35,728	68,823	128,412	138,309	266,721
	Public	5,929	4,057	9,986	50,768	33,377	84,145	56,697	37,434	94,131
	Total	101,246	106,638	207,884	83,863	69,105	152,968	185,109	175,743	360,852
ZNZ	Private	56	27	83	606	826	1,432	662	853	1,515
	Public	545	483	1,028	674	718	1,392	1,219	1,201	2,420
	Total	601	510	1,111	1,280	1,544	2,824	1,881	2,054	3,935

Table 6.1 shows that, in the United Republic of Tanzania there were 364,787 newly recruited workers in 2023/24 EES of which 208,995 employees (57.3 percent) were due to existing vacant positions and 155,792 employees (42.7 percent) filled newly created posts. Among the total newly recruited employees, there were more males 85,143 employees (23.3 percent) than females 70,649 employees (19.4 percent). In addition, the Government sector has the largest number of newly recruited employees with 85,537 as compared to private sector with 70,255 employees. The same observation has been observed in Mainland Tanzania. In Tanzania Zanzibar there were 3,935 employees newly recruited employees of which majority (2,824 employees; 71.8 percent) filled newly created posts.

Key Message

The findings reveal that out of 364,787 newly recruited employees in 2023/24, there were more males (186,990) than females (177,797).

6.3 Newly Recruited Workers by Occupations

This section presents distribution of the newly recruited workers by occupational categories and sex. Analysis of the newly recruited workers by occupation provides information on relative demands of various occupations in the labour market. As such, this information can be used for career guidance and other relevant decisions to influence the labour market.

Table 6.2: Distribution of Newly Recruited Workers by Occupations and Sex; Tanzania, 2023/24 EES

Place of Residence	Occupation	Male		Female		Total	
		Number	Percentage	Number	Percentage	Number	Percentage
URT	Legislators, administrators and managers	4,580	2.4	3,528	2.0	8,108	2.2
	Professionals	37,010	19.8	26,812	15.1	63,822	17.5
	Technicians and associate professionals	33,703	18.0	24,505	13.8	58,208	16.0
	Clerks	9,170	4.9	8,596	4.8	17,766	4.9
	Service workers and shop sales workers	27,574	14.7	69,872	39.3	97,446	26.7
	Agricultural and fishery workers	4,594	2.5	8,030	4.5	12,623	3.5

Place of Residence	Occupation	Male		Female		Total	
		Number	Percentage	Number	Percentage	Number	Percentage
	Craft and related workers	8,737	4.7	6,848	3.9	15,585	4.3
	Plant and machine operators and assemblers	12,821	6.9	832	0.5	13,653	3.7
	Elementary occupations	48,800	26.1	28,775	16.2	77,575	21.3
	Total	186,990	100.0	177,797	100.0	364,787	100.0
TZM	Legislators, administrators and managers	4,539	2.5	3,522	2.0	8,061	2.2
	Professionals	36,472	19.7	26,444	15.0	62,916	17.4
	Technicians and associate professionals	33,206	17.9	23,469	13.4	56,675	15.7
	Clerks	9,086	4.9	8,511	4.8	17,597	4.9
	Service workers and shop sales workers	27,170	14.7	69,488	39.5	96,658	26.8
	Agricultural and fishery workers	4,585	2.5	8,028	4.6	12,612	3.5
	Craft and related workers	8,667	4.7	6,840	3.9	15,507	4.3
	Plant and machine operators and assemblers	12,745	6.9	831	0.5	13,576	3.8
	Elementary occupations	48,638	26.3	28,611	16.3	77,249	21.4
	Total	185,109	100.0	175,743	100.0	360,852	100.0
ZNZ	Legislators, administrators and managers	41	2.2	6	0.3	47	1.2
	Professionals	538	28.6	368	17.9	906	23.0
	Technicians and associate professionals	497	26.4	1,036	50.4	1,533	39.0
	Clerks	84	4.5	85	4.1	169	4.3
	Service workers and shop sales workers	404	21.5	384	18.7	788	20.0
	Agricultural and fishery workers	9	0.5	2	0.1	11	0.3
	Craft and related workers	70	3.7	8	0.4	78	2.0
	Plant and machine operators and assemblers	76	4.0	1	0.0	77	2.0
	Elementary occupations	162	8.6	164	8.0	326	8.3
	Total	1,881	100.0	2,054	100.0	3,935	100.0

Table 6.2 shows that, in the United Republic of Tanzania (URT), the highest number of newly recruited workers (26.7 percent) were in the occupation category of service workers and shop sales workers, followed by those in elementary occupations (21.3

percent) and professionals (17.5 percent). In contrast, the occupation category with the fewest newly recruited workers was legislators, administrators, and managers, with only 2.2 percent. A significant gender gap in recruitment was observed among service workers and shop sales workers, where 39.3 percent were females compared to 14.7 percent male workers. A similar trend was noted in elementary occupations, with 26.1 percent male and 16.2 percent female recruits.

Moreover, in Mainland Tanzania, the results indicate the large proportion of the newly recruited workers (26.8 percent) are in occupation category of Service workers and shop sales workers, and for Tanzania Zanzibar it depicts the larger proportion of newly recruited workers (39.0 percent) are in occupation category of Technicians and associate professionals.

Key Message

The largest number of newly recruited employees (26.7 percent) in 2023/24 was in the category of service workers and shop sales workers.

6.4 Newly Recruited Workers by Level of Education

This section presents the educational characteristics of newly recruited workers. Educational attainment is a key factor in a successful job search, as it is closely linked to various aspects of a job, including its roles and responsibilities, and most importantly the level of remuneration. For this reason, the educational qualifications of the workforce are a critical component in the design and implementation of many labour market programs.

Table 6.3: Distribution of Newly Recruited Workers by Level of Education and Sex; Tanzania, 2023/24 EES

Place of Residence	Level of Education	Male		Female		Total	
		Number	Percent	Number	Percent	Number	Percent
URT	No education	230	0.1	562	0.3	792	0.2
	Primary Education	22,451	12.0	30,515	17.2	52,966	14.5
	Secondary	36,680	19.6	54,860	30.9	91,539	25.1
	Vocational Education	14,540	7.8	6,216	3.5	20,756	5.7
	Tertiary Non-University	72,139	38.6	57,702	32.5	129,842	35.6

Place of Residence	Level of Education	Male		Female		Total	
		Number	Percent	Number	Percent	Number	Percent
TZM	Tertiary University	40,949	21.9	27,942	15.7	68,891	18.9
	Total	186,990	100.0	177,797	100.0	364,787	100.0
	No education	192	0.1	560	0.3	752	0.2
	Primary Education	22,436	12.1	30,502	17.4	52,938	14.7
	Secondary	36,484	19.7	54,662	31.1	91,145	25.3
	Vocational Education	14,449	7.8	6,176	3.5	20,625	5.7
	Tertiary Non-University	71,215	38.5	56,336	32.1	127,552	35.3
	Tertiary University	40,332	21.8	27,507	15.7	67,839	18.8
ZNZ	Total	185,109	100.0	175,743	100.0	360,852	100.0
	No education	38	2.0	2	0.1	40	1.0
	Primary Education	15	0.8	13	0.6	28	0.7
	Secondary	196	10.4	198	9.6	394	10.0
	Vocational Education	91	4.8	40	1.9	131	3.3
	Tertiary Non-University	924	49.1	1,366	66.5	2,290	58.2
	Tertiary University	617	32.8	435	21.2	1,052	26.7
	Total	1,881	100.0	2,054	100.0	3,935	100.0

Table 6.3 indicates that, majority of newly recruited workers in 2023/24 EES had Tertiary Non-University level of education (35.6 percent), followed by employees with Ordinary level Secondary Education (25.1 percent) and those with Tertiary University Education constitutes 18.9 percent.

Analysis based on gender indicate that males with tertiary non university education had larger number of newly recruited employees amounting to 72,139 (38.6 percent) compared to females workers with 57,702 which is equivalent to 32.5 percent. It is also observed that, there is a large difference in the numbers of newly recruited employees among males and females with ordinary secondary education whereby females are having larger number (54,860 employees) compared to males (36,680 employees). This trend happened for Mainland Tanzania and Tanzania Zanzibar.

Key Message

There were more newly recruited males (72,139) with tertiary education compared to females (57,702) in the formal sector.

6.5 Employment Status for Newly Recruited Employees

This section presents the distribution of newly recruited workers in the formal sector by terms of employment. The terms of employment considered in the analysis include permanent, contractual, casual, apprenticeship, and other forms. This information is important, as the terms of employment influence the overall quality and decency of work.

Table 6.4: Distribution of Newly Recruited Workers by Terms of Employment and Sector; Tanzania, 2023/24 EES

Place of Residence	Sector/Sub-sector	Permanent Contract	Special task contract	Fixed term contract	Total
URT	A. Private				
	Private Profit-Making Institutions	47,211	80,061	108,514	235,785
	Private Non-Profit Making Institution	7,007	5,895	7,594	20,497
	Cooperatives	1,217	820	10,822	12,859
	Sub-Total	55,435	86,776	126,930	269,141
	Percent	20.6	32.2	47.2	100.0
	B. Public				
	Central and Local Governments	91,496	1,071	438	93,004
	Parastatal Organizations	2,063	255	324	2,642
	Sub-Total	93,559	1,326	761	95,646
	Percent	97.8	1.4	0.8	100.0
	Total	148,994	88,102	127,691	364,787
TZM	A. Private				233,430
	Private Profit-Making Institutions	47,002	78,980	107,449	
	Private Non-Profit Making Institution	7,006	5,885	7,540	20,432
	Cooperatives	1,217	820	10,822	12,859
	Sub-Total	55,225	85,685	125,811	266,721
	Percent	20.7	32.1	47.2	100.0
	B. Public				
	Central and Local Governments	90,273	1,061	438	91,771
	Parastatal Organizations	1,784	252	324	2,360
	Sub-Total	92,057	1,313	761	94,131
	Percent	97.8	1.4	0.8	100.0
	Total	147,282	86,998	126,572	360,852
ZNZ	A. Private				
	Private Profit-Making Institution	209	1,081	1,065	2,355
	Private Non-Profit Making Institution	1	10	54	65
	Cooperatives	0	0	0	0
	Sub-Total	210	1,091	1,119	2,420
	Percent	8.7	45.1	46.2	100.0
	B. Public				
	Central and local governments	1,223	10	0	1,233
	Parastatal organizations	279	3	0	282
	Sub-Total	1,502	13	0	1,515
	Percent	99.1	0.9	0.0	100.0
	Total	1,712	1104	1,119	3,935

Table 6.4 shows that, majority of newly recruited workers in public sector were on permanent basis with 93,559 (97.8 percent) while in the private sector most of newly recruited workers were on fixed term contract (47.2 percent). Only a small proportion of newly recruited workers in public sector (761 employees) were on fixed term contract. Results also show that, among employees recruited on special task contract in private sector had the largest number of employees (86,776 employees, 32.2 percent) compared to public sector with 1,326 employees.

Furthermore, in public sector the largest number newly recruited employees on fixed term contract basis were employed in private profit-making institution making institutions (235,785 employees). On the other hand, in public sector majority of newly recruited employees are employed in central and local governments with 93,004 employees.

6.6 Citizenship of Newly Recruited Workers

This section analyzes the distribution of newly recruited workers by occupation and citizenship. This information is valuable for identifying occupations that are more likely to be held by foreign workers, thereby helping to inform policies or programs aimed at enhancing the availability of relevant skills among citizen candidates.

Table 6.5: Number of Newly Recruited Employees by Occupation and Citizenship; Tanzania, 2023/24 EES

Occupation	URT			TZM			ZNZ		
	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total
Legislators, administrators and managers	8,088	20	8,108	8,054	7	8,061	34	13	47
Professionals	63,630	191	63,822	62,733	182	62,916	897	9	906
Technicians and associate professionals	57,822	386	58,208	56,290	385	56,675	1,532	1	1,533
Clerks	17,744	22	17,766	17,576	21	17,597	168	1	169
Service workers and shop sales workers	97,395	52	97,446	96,617	42	96,658	778	10	788
Agricultural and fishery workers	12,622	1	12,623	12,612	0	12,612	10	1	11
Craft and related workers	15,585	0	15,585	15,507	0	15,507	78	0	78

Occupation	URT			TZM			ZNZ		
	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total
Plant and machine operators and assemblers	13,653	0	13,653	13,576	0	13,576	77	0	77
Elementary occupations	77,574	1	77,575	77,249	0	77,249	325	1	326
Total	364,113	673	364,787	360,214	637	360,852	3,899	36	3,935

Table 6.5 shows that, the largest number of newly recruited workers (8,108), equivalent to 99.8 percent were Tanzanian citizens, while non-citizens accounted for 20 persons (1.2 percent). Analysis further indicates that, the largest number of Tanzanian citizens newly recruited workers 97,395 persons (26.7 percent) were in service workers and shop sales workers followed by elementary occupations with 77,574 persons (21.3 percent) and professionals with 63,630 persons (17.5 percent).

On the other hand, legislators, administrators and managers had the least number of newly recruited workers with only 8,088 persons (2.2 percent). Moreover, for the non-citizens the largest number of newly recruited workers were in the occupation category of technicians and associate professionals 386 persons (57.4 percent) followed by professionals 191 persons (28.4 percent) and service workers and shop sales workers with 52 persons (7.7 percent).

6.7 Newly Recruited Employees by Region

This section presents the distribution of newly recruited workers by region and sex. It provides insights into the availability of job opportunities across different regions and how these opportunities are accessed by male and female employees.

Table 6.6: Distribution of Newly Recruited Workers by Region and Sex; Tanzania, 2023/24 EES

Place of Residence	Male	Female	Total
URT	186,990	177,797	364,787
TZM	185,109	175,743	360,852
Dodoma	15,799	11,680	27,479
Arusha	1,830	1,787	3,617

Place of Residence	Male	Female	Total
URT	186,990	177,797	364,787
Kilimanjaro	6,095	6,046	12,141
Tanga	9,262	2,975	12,236
Morogoro	19,656	15,022	34,678
Pwani	5,947	9,032	14,978
Dar es Salaam	26,457	35,164	61,621
Lindi	2,398	1,854	4,252
Mtwara	1,305	1,549	2,854
Ruvuma	3,967	3,709	7,677
Iringa	7,120	7,696	14,816
Mbeya	10,582	20,082	30,664
Singida	5,654	5,498	11,153
Tabora	3,802	3,359	7,160
Rukwa	2,139	1,616	3,754
Kigoma	3,602	1,754	5,356
Shinyanga	2,787	3,293	6,080
Kagera	1,593	1,099	2,692
Mwanza	15,676	18,335	34,011
Mara	4,146	4,179	8,325
Manyara	9,026	2,907	11,933
Njombe	1,833	1,224	3,057
Katavi	2,302	1,077	3,380
Simiyu	3,274	3,058	6,331
Geita	17,640	11,018	28,658
Songwe	1,216	732	1,948
ZNZ	1,881	2,054	3,935
Kaskazini Unguja	393	307	700
Kusini Unguja	177	224	401
Mjini Magharibi	1,025	1101	2,126
Kaskazini Pemba	36	20	56
Kusini Pemba	250	402	652

Map 6. 1: Distribution of Newly Recruited Workers by Region and Sex; Tanzania, 2023/24 EES

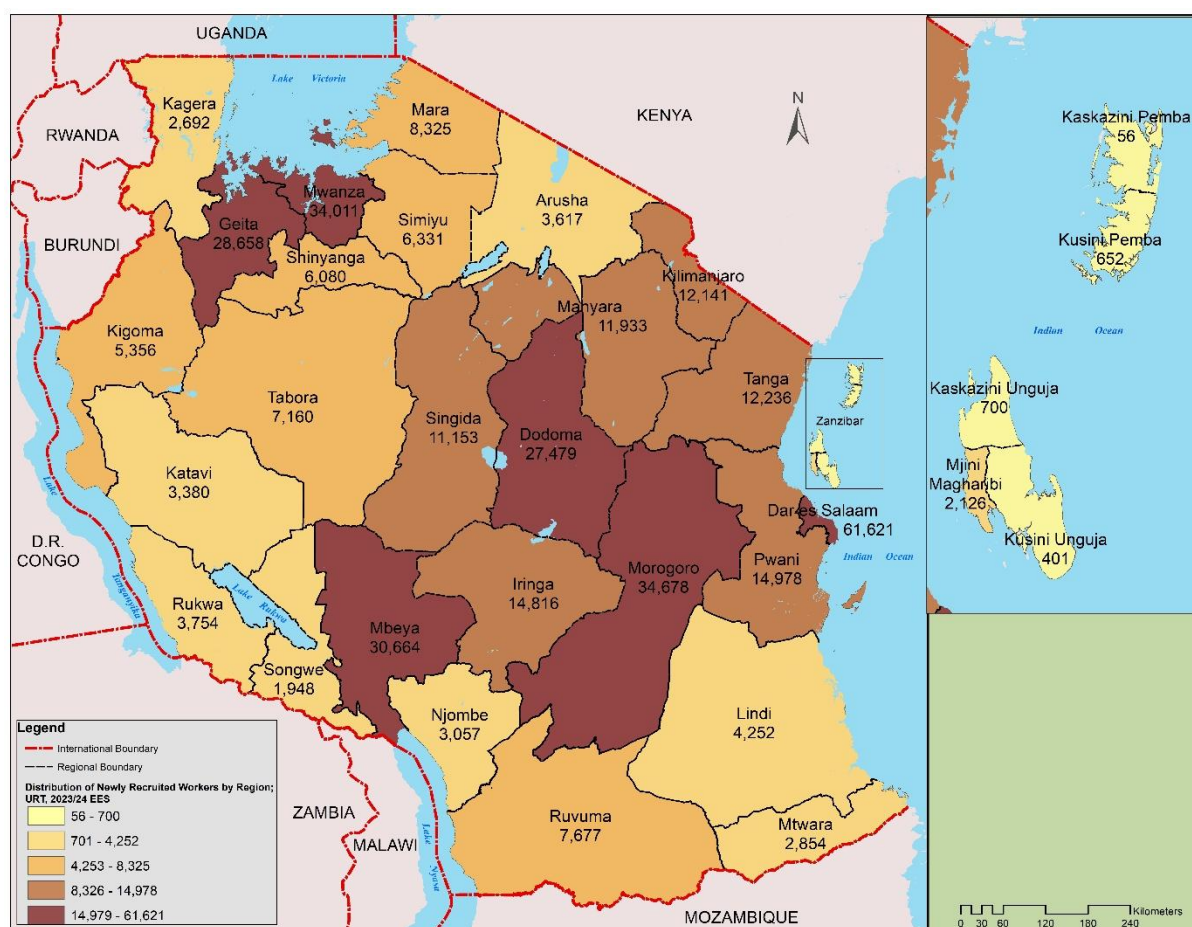


Table 6.6 and Map 6.1 shows that, the majority of newly recruited workers in 2023/24 EES were employed in Dar es Salaam Region 61,621 (16.9 percent) followed by Morogoro Region 134,678 (9.5 percent) and Mwanza Region 34,011 (9.3 percent). The main reasons for recruitment of large number of newly workers in these regions could be attributed to the presence of more establishments in these regions.

On the other hand, Songwe and Kagera Regions recruited the least number of newly recruited workers (1,948 workers and 2,692 workers) respectively. Moreover, the results show that the majority of newly recruited workers were males with exception of Pwani, Dar es Salaam, Mtwara, Iringa, Mbeya, Shinyanga, Mwanza and Mara Region. In Tanzania Zanzibar, Kaskazini Pemba has the smallest number of newly recruited worker (56).

6.8 Newly Recruited Employees by Starting Salary

This section focuses on the distribution of newly recruited employees by occupation and starting salary. The information provided is important for understanding variations in starting salaries across different occupations.

Table 6.7: Number of Newly Recruited Employees by Occupation and Starting Salary; Tanzania, 2023/24 EES

Place of Residence	Occupation	Lowest thru 140000	140001 thru 199999	200000 thru 299999	300000 thru 399999	400000 thru 499999	500000 thru 599999	600000 thru 699999	700000 thru Highest	Total
URT	Legislators, administrators and managers	114	38	808	781	2,302	1,064	100	2,901	8,108
	Professionals	721	665	3,116	4,516	5,840	6,536	5,564	36,863	63,822
	Technicians and associate professionals	522	1,111	5,145	3,993	8,120	6,460	2,336	30,520	58,208
	Clerks	295	1,324	2,108	1,986	733	2,093	1,251	7,976	17,766
	Service workers and shop sales workers	42,765	22,615	13,023	7,496	896	619	37	9,995	97,446
	Agricultural and fishery workers	12	24	8,550	318	84	1,670	247	1,718	12,623
	Craft and related workers	513	2,890	1,995	57	286	153	29	9,662	15,585
	Plant and machine operators and assemblers	616	2,135	961	1,218	1,504	1,469	225	5,525	13,653
	Elementary occupations	9,193	5,895	3,757	1,649	309	47	-	56,726	77,575
	Total	54,751	36,696	39,463	22,015	20,076	20,111	9,788	161,886	364,787
TZM	Legislators, administrators and managers	112	38	803	777	2,300	1,062	99	2,870	8,061
	Professionals	711	662	3,057	4,413	5,784	6,468	5,500	36,320	62,916
	Technicians and associate professionals	363	1,063	4,978	3,839	7,642	6,046	2,312	30,431	56,675
	Clerks	290	1,323	2,100	1,919	706	2,083	1,241	7,935	17,597
	Service workers and shop sales workers	42,726	22,607	12,997	6,925	803	597	31	9,972	96,658
	Agricultural and fishery workers	11	24	8,550	314	82	1,670	247	1,714	12,612
	Craft and related workers	512	2,890	1,992	30	274	129	29	9,651	15,507

Place of Residence	Occupation	Lowest thru 140000	140001 thru 199999	200000 thru 299999	300000 thru 399999	400000 thru 499999	500000 thru 599999	600000 thru 699999	700000 thru Highest	Total
	Plant and machine operators and assemblers	614	2,132	952	1,172	1,495	1,466	221	5,524	13,576
	Elementary occupations	9,178	5,871	3,668	1,485	297	44		56,707	77,249
	Total	54,517	36,609	39,097	20,875	19,385	19,565	9,679	161,124	360,852
ZNZ	Legislators, administrators and managers	2	0	5	4	2	2	1	31	47
	Professionals	10	3	59	103	56	68	64	543	906
	Technicians and associate professionals	159	48	167	154	478	414	24	89	1,533
	Clerks	5	1	8	67	27	10	10	41	169
	Service workers and shop sales workers	39	8	26	571	93	22	6	23	788
	Agricultural and fishery workers	1	0	0	4	2	0	0	4	11
	Craft and related workers	1	0	3	27	12	24	0	11	78
	Plant and machine operators and assemblers	2	3	9	46	9	3	4	1	77
	Elementary occupations	15	24	89	164	12	3	0	19	326
	Total	234	87	366	1,140	691	546	109	762	3,935

Table 6.7 shows that, the majority of newly recruited workers (161,886 persons, 44.4 percent) in the URT had starting salaries above TZS 700,000 followed by those with starting salary below TZS 140,000 (54,751 persons, 15.0 percent). Small number of newly recruited workers (9,788 persons, 2.7 percent) had starting salaries between TZS 600,000 and 699,999.

Results further reveal that the majority of Service workers and shop sales workers (42,765 persons equivalent to 43.9 percent) had starting salaries below TZS 140,000 while most of the elementary occupations workers had starting salaries above TZS 700,000. On the other hand, the largest proportion of newly recruited worker employed in agricultural and fishery workers (8,550 persons equivalent to 67.7 percent) had a starting salary between 200,000 and 299,999.

Key Message

The findings indicate that most of newly recruited workers (161,886 persons, equivalent to 44.4%) has starting salaries above 700,000.

6.9 Newly Recruited Employees by Level of Education

Education is a key factor in enhancing productivity, fostering creativity, and promoting entrepreneurship and technological advancement. This section presents the distribution of newly recruited workers by level of education and starting salary.

Table 6.8: Number of Newly Recruited Employees by Level of Education and Starting Monthly Salary; Tanzania, 2023/24 EES

Place of Residence	Level of Education	Lowest thru 140000	140001 thru 199999	200000 thru 299999	300000 thru 399999	400000 thru 499999	500000 thru 599999	600000 thru 699999	700000 thru Highest	Total
URT	No education	283	284	45	173	0	0	0	7	792
	Primary Education	15,867	4,874	4,999	360	63	43	83	26,677	52,966
	Secondary Education	26,029	15,545	8,958	4,870	582	149	10	35,396	91,539
	Vocational Education	5,186	3,425	2,119	1,031	382	136	91	8,387	20,756
	Tertiary Non University	7,047	12,247	21,201	11,861	12,610	12,933	4,248	47,695	129,842
	Tertiary University	339	321	2,141	3,721	6,440	6,851	5,355	43,724	68,891
	Total	54,751	36,696	39,463	22,015	20,076	20,111	9,788	161,886	364,787
TZM	No education	282	278	44	141	0	0	0	7	752
	Primary Education	15,866	4,871	4,999	339	61	42	83	26,677	52,938
	Secondary Education	25,994	15,535	8,874	4,686	555	135	10	35,356	91,145
	Vocational Education	5,184	3,425	2,117	937	366	123	89	8,385	20,625
	Tertiary Non University	6,865	12,182	20,998	11,167	12,048	12,491	4,212	47,589	127,552
	Tertiary University	326	318	2,065	3,606	6,356	6,775	5,284	43,110	67,839
	Total	54,517	36,609	39,097	20,875	19,385	19,565	9,679	161,124	360,852
ZNZ	No education	1	6	1	32	0	0	0	0	40
	Primary Education	1	3	0	21	2	1	0	0	28
	Secondary Education	35	10	84	184	27	14	0	40	394
	Vocational Education	2	0	2	94	16	13	2	2	131
	Tertiary Non University	182	65	203	694	562	442	36	106	2,290
	Tertiary University	13	3	76	115	84	76	71	614	1,052
	Total	234	87	366	1,140	691	546	109	762	3,935

Table 6.8 shows that, about five in ten (54.7 percent) of the newly recruited workers with starting salaries between TZS 600,000 and 699,999 had tertiary university education and those with tertiary non university education had a starting salary between TZS 500,000 and 599,999 (64.3 percent). Results also indicate that 47.5 percent of persons with starting salaries less than TZS 140,000 had ordinary secondary education.

Key Message

The findings indicate that 54.7 percent of those with starting salary between TZS 600,000 and 699,999 attained Tertiary University.

CHAPTER SEVEN

Job Vacancies

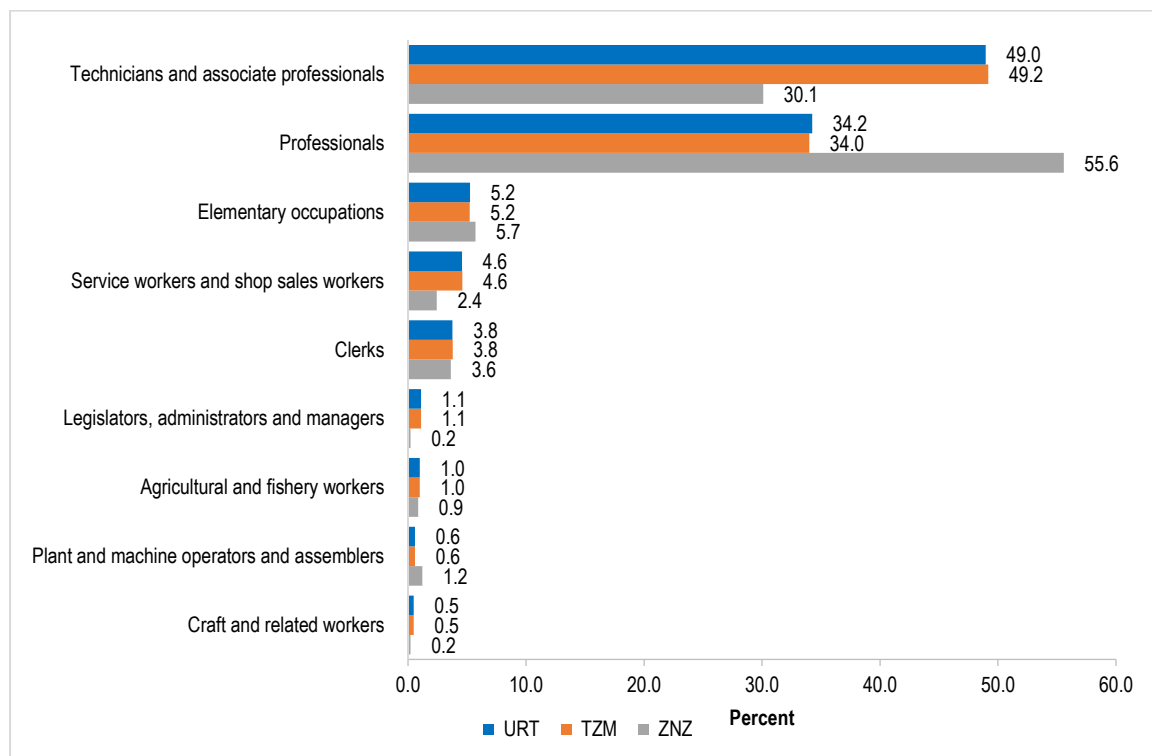
7.1 Introduction

This chapter presents data on job vacancies in formal sector establishments for the year 2023/24. A job vacancy is defined as a paid position that is newly created, unoccupied, or about to become vacant, for which the employer is actively seeking or is prepared to seek a suitable candidate from outside the enterprise. The analysis of job vacancies is categorized by occupation, level of education, main qualification or skill, work experience, reason for the vacancy, and sex preference.

7.2 Job Vacancies by Occupation and Work Experience

This section analyzes the distribution of job vacancies by occupation and the required duration of work experience. The current labor market is becoming increasingly competitive, and securing a job often requires additional qualifications work experience being one of them.

Figure 7.1: Percentage Distribution of Job Vacancies by Occupation; Tanzania, 2023/24 EES



The results in Figure 7.1 show that the majority of job vacancies (49.0 percent) are for Technicians and Associate Professionals, followed by Professionals (34.2 percent) and Elementary Occupations (5.2 percent). The remaining occupations each account for less than 5.0 percent of the total job vacancies.

Table 7.1: Percentage Distribution of Job Vacancies by Occupation and Work Experience; Tanzania, 2023/24 EES

Occupation	URT					TZM					ZNZ				
	Not required	1 to 2 years	3 to 4 years	5 or more years	Total	Not required	1 to 2 years	3 to 4 years	5 or more years	Total	Not required	1 to 2 years	3 to 4 years	5 or more years	Total
Legislators, administrators and managers	0.9	0.2	0.0	0.0	1.1	0.9	0.2	0.0	0.0	1.1	0.0	0.1	0.0	0.1	0.2
Professionals	30.3	2.1	1.7	0.1	34.2	30.2	2.0	1.7	0.1	34.0	34.7	18.5	1.2	1.1	55.6
Technicians and associate professionals	44.1	4.5	0.4	0.0	49.0	44.3	4.5	0.4	0.0	49.2	25.6	4.1	0.3	0.1	30.1
Clerks	3.3	0.4	0.0	0.0	3.8	3.3	0.4	0.0	0.0	3.8	2.4	0.9	0.2	0.1	3.6
Service workers and shop sales workers	3.5	1.0	0.0	0.0	4.6	3.5	1.0	0.0	0.0	4.6	1.7	0.7	0.1	0.0	2.4
Skilled Agricultural and fishery workers	1.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	1.0	0.3	0.0	0.5	0.0	0.9
Craft and related workers	0.1	0.3	0.0	0.0	0.5	0.1	0.3	0.0	0.0	0.5	0.1	0.1	0.0	0.0	0.2
Plant and machine operators and assemblers	0.3	0.1	0.1	0.0	0.6	0.3	0.1	0.1	0.0	0.6	0.6	0.5	0.2	0.0	1.2
Elementary occupations	4.2	1.1	0.0	0.0	5.2	4.2	1.1	0.0	0.0	5.2	3.5	2.1	0.1	0.0	5.7
Total	87.8	9.8	2.3	0.2	100.0	88.0	9.6	2.3	0.2	100.0	68.8	26.9	2.8	1.4	100.0

The results in Table 7.1 show that the majority of job vacancies (87.8 percent) did not require any work experience. Most of these vacancies were in the occupational categories of Technicians and Associate Professionals (44.1 percent) and Professionals (30.3 percent). The table also indicates that the smallest proportion of vacancies (0.2 percent) required more than five years of work experience.

7.3 Job Vacancies by Occupation and Sex Preference

This section presents findings on the distribution of job vacancies in the formal sector by occupation and the employer's sex preference for filling these vacancies.

Table 7.2: Percentage Distribution of Job Vacancies by Occupation and Sex Preference; Tanzania, 2023/24 EES

Occupations	URT				TZM				ZNZ			
	Male	Female	Any	Total	Male	Female	Any	Total	Male	Female	Any	Total
Legislators, administrators and managers	2.9	1.0	96.1	100.0	2.9	0.9	96.2	100.0	30.8	15.4	53.8	100.0
Professionals	1.4	1.8	96.8	100.0	1.3	1.8	96.9	100.0	5.6	0.9	93.4	100.0
Technicians and associate professionals	2.5	0.7	96.8	100.0	2.5	0.6	96.9	100.0	7.0	5.0	88.0	100.0
Clerks	1.5	8.8	89.7	100.0	1.4	8.7	89.9	100.0	13.8	12.4	73.7	100.0
Service workers and shop sales workers	16.3	51.4	32.3	100.0	16.3	51.7	32.0	100.0	4.8	11.0	84.2	100.0
Skilled agricultural and fishery workers	1.4	21.8	76.7	100.0	0.8	22.0	77.2	100.0	70.6	0.0	29.4	100.0
Craft and related workers	82.1	0.4	17.5	100.0	82.1	0.4	17.5	100.0	76.9	0.0	23.1	100.0
Plant and machine operators and assemblers	52.7	0.5	46.8	100.0	52.6	0.6	46.8	100.0	54.8	0.0	45.2	100.0
Elementary occupations	25.2	8.6	66.2	100.0	25.3	8.7	66.0	100.0	15.8	3.2	80.9	100.0
Total	4.6	4.3	91.1	100.0	4.6	4.3	91.1	100.0	8.3	3.0	88.8	100.0

The findings in Table 7.2 indicate that the majority of job vacancies (91.1 percent) had no sex preference. Among these, the occupations of Professionals and Technicians and Associate Professionals recorded the highest proportions, at 96.8 percent each. Additionally, 4.6 percent of vacancies preferred male candidates, while 4.3 percent preferred female candidates. However, the occupations of Plant and Machine Operators and Assemblers, as well as Craft and Related Workers, had the lowest proportions of vacancies with no sex preference.

7.4 Job Vacancies by Industry and Reason for Vacancies

This section focuses on the distribution of job vacancies across various economic activities and the reasons for these vacancies.

Table 7.3: Percentage Distribution of Job Vacancies by Industry and Reasons; Tanzania, 2023/24 EES

Industry	URT			TZM			ZNZ		
	Replacement	New position	Total	Replacement	New position	Total	Replacement	New position	Total
Agriculture, forestry and fishing	1.6	0.3	1.9	1.6	0.3	1.9	1.0	0.5	1.5
Mining and quarrying	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Industry	URT			TZM			ZNZ		
	Replacement	New position	Total	Replacement	New position	Total	Replacement	New position	Total
Manufacturing	1.0	2.4	3.4	1.0	2.4	3.4	0.3	0.2	0.5
Electricity, gas, steam and air conditioning supply	0.1	0.1	0.2	0.1	0.1	0.2	0.1	0.4	0.5
Water supply; sewage, waste management and remediation activities	0.1	0.0	0.2	0.1	0.0	0.1	0.4	3.3	3.6
Construction	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.7	0.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	0.4	0.2	0.6	0.4	0.2	0.6	1.0	0.1	1.1
Transportation and storage	0.2	0.0	0.2	0.2	0.0	0.2	0.3	0.5	0.7
Accommodation and food service activities	1.8	2.0	3.8	1.9	2.0	3.9	0.7	0.9	1.6
Information and communication	0.2	0.1	0.3	0.2	0.1	0.3	0.1	0.1	0.2
Financial and insurance activities	0.2	0.0	0.2	0.2	0.0	0.2	0.3	0.1	0.4
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	1.5	0.1	1.6	1.5	0.1	1.6	1.1	0.3	1.5
Administrative and support service activities	0.7	1.1	1.9	0.8	1.1	1.9	0.0	0.1	0.1
Public administration and defence; compulsory social security	10.1	0.6	10.7	10.1	0.5	10.6	7.6	7.7	15.3
Education	61.6	3.3	65.0	61.6	3.3	64.9	61.4	9.6	71.0
Human Health and social work activities	8.0	0.6	8.6	8.1	0.6	8.7	0.5	0.4	0.8

Industry	URT			TZM			ZNZ		
	Replacement	New position	Total	Replacement	New position	Total	Replacement	New position	Total
Arts, entertainment and recreation	0.1	0.0	0.1	0.1	0.0	0.1	0.2	0.2	0.4
Other service activities	0.9	0.3	1.2	0.9	0.3	1.2	0.1	0.0	0.1
Total	88.7	11.3	100.0	88.9	11.1	100.0	74.9	25.1	100.0

The results in Table 7.3 show that the Education sector and Public Administration, Defense, and Compulsory Social Security account for the largest proportions of job vacancies, with 65.0 percent and 10.7 percent, respectively. Overall, the majority of these vacancies (88.7 percent) are due to replacement, while 11.3 percent result from the creation of new positions.

7.5 Job Vacancies by Industry and Level of Education Required

This section focuses on the distribution of job vacancies by industry and the required level of education. This information helps identify the industrial sectors with the highest demand for various education levels. Understanding the relationship between education requirements and job vacancies across industries is valuable for multiple purposes, including career guidance.

Table 7.4: Percentage Distribution of Job Vacancies by Industry and Level of Education Required; Tanzania, 2023/24 EES

Industry	URT							TZM							ZNZ						
	Tertiary University	Tertiary non-university	Vocation Education	Secondary Education	Primary Education	No education Required	Total	Tertiary University	Tertiary non-university	Vocation Education	Secondary Education	Primary Education	No education Required	Total	Tertiary University	Tertiary non-university	Vocation Education	Secondary Education	Primary Education	No education Required	Total
Agriculture, forestry and fishing	17.9	56.6	0.3	17.2	8.0	0.0	100.0	17.9	56.7	0.3	17.0	8.0	0.0	100.0	21.3	37.1	2.2	37.1	0.0	2.2	100.0
Mining and quarrying	0.0	0.0	34.0	56.6	0.0	9.4	100.0	0.0	0.0	34.0	56.6	0.0	9.4	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Manufacturing	2.6	13.2	11.2	57.2	15.5	0.3	100.0	2.5	13.2	11.2	57.3	15.5	0.3	100.0	33.3	51.9	14.8	0.0	0.0	0.0	100.0
Electricity, gas, steam and air conditioning supply	63.5	2.7	33.8	0.0	0.0	0.0	100.0	62.2	2.8	35.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Water supply; sewerage, waste management and remediation activities	37.2	54.0	2.2	5.8	0.0	0.7	100.0	44.4	47.1	2.9	4.6	0.0	1.0	100.0	13.4	77.0	0.0	9.7	0.0	0.0	100.0
Construction	39.5	39.0	11.5	4.2	0.0	5.7	100.0	43.5	36.6	10.7	3.0	0.0	6.3	100.0	4.3	60.9	19.6	15.2	0.0	0.0	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	10.3	29.6	0.7	33.8	20.9	4.7	100.0	10.1	29.8	0.7	34.3	20.4	4.7	100.0	19.1	22.1	0.0	10.3	44.1	4.4	100.0
Division																					
Transportation and storage	4.6	46.1	42.6	1.4	0.0	5.3	100.0	3.6	46.4	44.1	0.3	0.0	5.5	100.0	33.3	35.7	0.0	31.0	0.0	0.0	100.0
Accommodation and food service activities	0.9	25.7	2.6	39.8	14.1	16.9	100.0	0.8	25.5	2.5	39.9	14.2	17.0	100.0	22.1	57.9	12.6	6.3	0.0	1.1	100.0
Information and communication	25.6	74.0	0.1	0.3	0.0	0.0	100.0	25.4	74.3	0.0	0.3	0.0	0.0	100.0	50.0	33.3	16.7	0.0	0.0	0.0	100.0
Financial and insurance activities	34.5	57.3	0.0	8.2	0.0	0.0	100.0	34.1	58.0	0.0	7.9	0.0	0.0	100.0	57.1	19.0	0.0	23.8	0.0	0.0	100.0
Real estate activities	77.2	22.8	0.0	0.0	0.0	0.0	100.0	77.1	22.9	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0

Industry	URT							TZM							ZNZ						
	Tertiary University	Tertiary non-university	Vocation Education	Secondary Education	Primary Education	No education Required	Total	Tertiary University	Tertiary non-university	Vocation Education	Secondary Education	Primary Education	No education Required	Total	Tertiary University	Tertiary non-university	Vocation Education	Secondary Education	Primary Education	No education Required	Total
Professional, scientific and technical activities	26.6	67.2	0.6	3.0	2.5	0.1	100.0	26.3	67.7	0.6	2.7	2.5	0.1	100.0	55.2	9.2	0.0	35.6	0.0	0.0	100.0
Administrative and support service activities	11.3	28.3	3.5	51.4	2.2	3.2	100.0	11.3	28.3	3.5	51.4	2.2	3.2	100.0	75.0	0.0	25.0	0.0	0.0	0.0	100.0
Public administration and defence; compulsory social security	41.9	52.9	0.5	3.0	1.7	0.0	100.0	41.5	53.3	0.5	2.9	1.7	0.0	100.0	63.9	24.3	2.1	9.5	0.0	0.1	100.0
Education	40.9	58.5	0.2	0.4	0.0	0.0	100.0	40.7	58.8	0.2	0.4	0.0	0.0	100.0	60.5	35.9	0.0	2.2	0.0	1.4	100.0
Human health and social work activities	37.7	60.3	0.3	1.5	0.1	0.1	100.0	37.7	60.4	0.3	1.5	0.1	0.1	100.0	52.0	42.0	0.0	6.0	0.0	0.0	100.0
Arts, entertainment and recreation	19.1	26.5	0.2	0.2	54.0	0.0	100.0	17.4	25.9	0.2	0.0	56.5	0.0	100.0	56.5	39.1	0.0	4.3	0.0	0.0	100.0
Other service activities	27.4	43.7	0.0	18.7	6.8	3.4	100.0	27.4	43.7	0.0	18.8	6.8	3.4	100.0	75.0	25.0	0.0	0.0	0.0	0.0	100.0
Total	36.2	54.3	0.9	6.0	1.8	0.8	100.0	36.0	54.5	0.9	6.0	1.8	0.8	100.0	56.9	35.5	0.9	5.2	0.5	1.1	100.0

The results in Table 7.4 show that, overall, Tertiary Non-University and Tertiary University education levels are the most commonly required across nearly all industries with 54.3 percent and 36.2 percent respectively. These education levels are most in demand in industries such as Information and Communication; Professional, Scientific, and Technical Activities; Human Health and Social Work Activities; and Education.

Additionally, the results indicate that primary education as a minimum qualification is mostly required in the Arts, Entertainment and Recreation industry (54.0 percent), followed by Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (20.9 percent), and Manufacturing (15.5 percent).

CHAPTER EIGHT

Summary of Key Findings, Policy Implications and Recommendations

8.1 Introduction

This chapter puts together key findings from the 2023/24 Employment and Earnings Survey, which are considered relevant for policy making, programme monitoring and reviews. It also points to the implications of these findings and recommendations in attaining desired development outcomes in the country. The findings, implications and recommendations cover the following areas; employment profile, monthly wage rate profile, cash earnings profile, annual wage bill profile, newly recruited workers and job vacancies.

8.2 Employment Profile

8.2.1 Employment by Sector

Key Findings:

- The private sector employs twice (2,853,566 employees) as many people as the public sector (1,220,322 employees).

Policy Implications:

- Private sector dominance necessitates robust labor governance.
- Emphasizes SME support, inclusive employment (youth, women, persons with disabilities) and rural job creation.

Recommendations:

- Invest in skills and human capital.
- Promote inclusive hiring and regional equity.
- Strengthen labor governance and social protection.
- Foster public–private collaboration.

8.2.2 Youth Employment

Key Findings:

- 66.7 percent of formal sector regular employees are youth, indicating a youthful workforce.

Policy Implications:

- Youth bring adaptability and innovation potential.

- A youthful labor force can influence political and economic reforms.

Recommendations:

- Align youth employment strategies with market needs.
- Promote internships and apprenticeships via public–private partnerships.
- Monitor employment trends to guide policies.

8.2.3 Disability and Employment

Key Findings:

- Persons with disabilities represent only 0.5% of formal sector employees.

Policy Implications:

- Indicates systemic exclusion and barriers to participation.
- Increases reliance on welfare systems and preserves inequality.

Recommendations:

- Expand vocational and digital skills training for disabled persons.
 - Improve disability employment data to support policy development.
-

8.2.4 Employment by Industry

Key Findings:

- Manufacturing (17.7%) and education (15.9%) are top employment sectors.

Policy Implications:

- Calls for strengthened industrial policy, vocational training and labor protections.
- Urban concentration of jobs may exacerbate inequality.

Recommendations:

- Invest in industry-aligned skills development.
- Decentralize manufacturing and support rural industrialization.
- Promote infrastructure modernization and policy coordination.

8.3 Monthly Wage Rate Profile

8.3.1 Monthly Cash Earnings

Key Findings:

- Public sector earnings (TZS 1.27 million) are more than double private sector (TZS 549,373).
- Casual workers earn half of what regular employees earn.

Policy Implications:

- Wage disparities discourage private sector work and entrepreneurship.
- May affect innovation, retention and productivity in the private sector.
- Casual workers face instability, low morale and lack of benefits.

Recommendations:

- Periodic wage reviews and harmonization across sectors.
 - Improve private sector competitiveness and investment.
 - Expand labor protections, social security and training for casual workers.
 - Encourage youth entrepreneurship and enforce anti-discrimination laws.
-

8.3.2 Annual Wage Bill

Key Findings:

- The private sector holds a larger share of the wage bill (TZS 21.4 trillion) than the public sector (TZS 15.6 trillion).

Policy Implications:

- Reflects growing economic power of private enterprises.
- Necessitates balanced wage frameworks, SME support, and inclusive employment.

Recommendations:

- Develop fair wage policies.
- Extend social protection to private sector workers.
- Promote transparency in labor data and strengthen PPPs.

ANNEXES

Table A1.1: List of Participants Engaged in Implementation of the 2023/24 EES

S/N	Name	Title	Institution
1.	Dr. Ruth Minja	Director for Population Census and Social Statistics	NBS
2.	Ms. Fahima Mohammed Issa	Director for Social Statistics	OCS
3.	Mr. Said Mohammed Said	Head of Statistics Pemba	OCS
4.	Mr. James Mbongo	Manager for Labour and Price Statistics	NBS
5	Ms. Sabina Raphael Daima	Head of Gender and Labour Statistics Division	OCS
6	Mr. Paskas Sawaki	Principal Statistician	NBS
7	Ms. Mary Aiwinia	Principal Statistician	PMO-LYED
8	Mr. Godwin Mpelumbe	Principal Statistician	PMO-LYED
9	Mr. Hashim Njowe	Principal Statistician	NBS
10	Mr. Mhina Khamis Suleiman	Principal Statistician	OCS
11	Mr. Saruni Njipay	Senior Statistician	NBS
12	Mr. David Mwaipopo	Senior Statistician	NBS
13	Ms. Amina Mawazo Denge	Senior Statistician	OCS
14	Ms. Rayyan Maalim Kassim	Statistician	OCS
15	Mr. Philbert Mrema	Senior Social Worker	NBS
16	Ms. Arafah Talib Yassin	Statistician	OCS
17	Ms. Ibrahim Makame Nyange	Statistician	OCS
18	Ms. Ndimbwelu Mwakibinga	Statistician	NBS
19	Mr. Abdillahi Mkaikuta	Statistician	NBS
20	Mr. Ezekia John	Statistician	NBS
21	Mr. Hashim M. Uzia	Head of ICT	OCS
22	Mr. Rajabu Solo	IT	NBS
23	Mr. Khalid Lewanga	GIS	NBS

A1.2: Survey Quality Measurements

i. Introduction

Survey estimates are derived from complex survey data, and may differ from true population parameter values due to survey errors. Survey errors are inevitable errors introduced by sampling. Total Survey Error (TSE) is the difference between a population mean, total, or other population parameters and the estimates of the of such parameters based on the sample survey, (Biemer and Lyberg, 2003). In this regard, TSE is theoretically a sum of sampling errors and non-sampling errors.

ii. Non sampling errors

Inevitable errors introduced by sampling. Sampling errors can be evaluated and controlled by sample design and sample selection. It is measured by the variance of the estimator, in this case Coefficient of Variation (CV). Coefficient of Variation is a statistical measure that expresses the relative variability of a dataset in relation to its mean. It is calculated as the ratio of the standard deviation to the mean, expressed as a percentage.

If the CV is low (e.g., less than 25%), it indicates that the survey data has relatively low variability compared to the mean value. This suggests that the survey errors are consistent and that the measurements are relatively precise. High CV (e.g., greater than 25%), suggests that the survey data has high variability relative to the mean value. This could indicate that the survey measurements are imprecise, with large fluctuations or errors in the data, leading to less reliable results.

Table A1.2.1 to A1.2.6 indicates various survey quality measures including CVs for the 2023/24 Employment and Earnings Survey. It is observed that, CV values are generally low, indicating that, the survey errors are consistent and that the measurements are relatively precise.

Table A1.2.1: Survey Quality Measures of Total Average Monthly Earnings by Region, Tanzania, 2023/24 EES

REGION	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Dodoma	640,385	21,417.9200	1.1947	1.0930	3.3445
Arusha	648,766	23,781.3100	2.2518	1.5006	3.6656
Kilimanjaro	588,018	16,434.0500	1.4224	1.1926	2.7948
Tanga	519,436	25,080.6800	1.4131	1.1887	4.8284
Morogoro	626,501	18,668.1400	1.9701	1.4036	2.9797
Pwani	687,908	22,188.7500	1.2236	1.1062	3.2255
DSM	625,467	12,114.4000	3.1303	1.7693	1.9369
Lindi	909,813	50,902.9000	1.2951	1.1380	5.5949
Mtwara	697,680	33,698.2100	1.0979	1.0478	4.8300
Ruvuma	596,704	21,313.5900	1.7795	1.3340	3.5719
Iringa	620,186	26,393.6000	0.7333	0.8563	4.2558
Mbeya	606,071	20,929.9700	2.2994	1.5164	3.4534
Singida	582,397	27,074.3700	1.3109	1.1449	4.6488
Tabora	742,285	26,789.6300	0.6049	0.7778	3.6091
Rukwa	634,416	28,185.6200	0.8832	0.9398	4.4428
Kigoma	650,593	32,561.6500	1.2700	1.1270	5.0049
Shinyanga	599,456	29,512.6000	1.3060	1.1428	4.9232
Kagera	786,694	37,096.5900	1.2267	1.1075	4.7155
Mwanza	581,996	20,930.1400	1.6928	1.3011	3.5963
Mara	709,988	26,900.9800	1.5981	1.2641	3.7889
Manyara	707,988	47,590.5400	1.5380	1.2402	6.7219
Njombe	676,942	43,748.4000	1.1424	1.0688	6.4627
Katavi	718,025	37,000.5100	0.6130	0.7830	5.1531
Simiyu	520,130	26,974.5000	0.7981	0.8934	5.1861
Geita	627,593	52,343.6700	2.1742	1.4745	8.3404
Songwe	416,226	28,788.2700	0.9032	0.9504	6.9165
Kaskazini Unguja	518,291	39,976.4500	0.1211	0.3480	7.7131
Kusini Unguja	472,568	30,583.0300	0.1209	0.3477	6.4717
Mjini Magharibi	646,158	34,176.2300	0.1207	0.3475	5.2891
Kaskazini Pemba	427,828	39,172.9700	0.1216	0.3487	9.1562
Kusini Pemba	632,736	33,072.0700	0.1212	0.3481	5.2268

Table A1.2.2: Survey Quality Measures of Total Average Monthly Earnings by Sector, Tanzania, 2023/24 EES

SECTOR	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Private	557,007	5,566	2.5356	1.5924	0.9992
Public	1,269,532	13,002	0.7146	0.8453	1.0242

Table A1.2.3: Survey Quality Measures of Total Average Monthly Earnings by Industry, Tanzania, 2023/24 EES

INDUSTRY	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Agriculture, forestry and fishing	511,828	30,649	2.1693	1.4729	5.9881
Mining and quarrying	723,261	69,463	2.0743	1.4403	9.6041
Manufacturing	306,862	6,518	2.8592	1.6909	2.1242
Electricity, gas, steam and air conditioning supply	960,152	89,109	1.6346	1.2785	9.2808
Water supply; sewerage, waste management and remediation activities	913,164	46,559	0.6154	0.7845	5.0987
Construction	721,896	50,645	2.0891	1.4454	7.0155
Wholesale and retail trade; repair of motor vehicles and motorcycles	568,177	10,056	2.4218	1.5562	1.7699
Division					
Transportation and storage	775,551	43,985	1.9010	1.3788	5.6715
Accommodation and food service activities	492,634	6,733	2.2311	1.4937	1.3667
Information and communication	694,198	46,220	1.3758	1.1730	6.6581
Financial and insurance activities	1,454,304	80,531	2.3760	1.5414	5.5374
Real estate activities	935,636	117,765	2.5862	1.6082	12.5866
Professional, scientific and technical activities	1,159,941	41,091	0.7755	0.8806	3.5425
Administrative and support service activities	582,821	30,486	2.0387	1.4278	5.2307
Public administration and defence; compulsory social security	1,239,602	16,739	0.7753	0.8805	1.3503
Education	933,959	10,207	1.2761	1.1296	1.0929
Human health and social work activities	640,754	20,966	2.0978	1.4484	3.2721
Arts, entertainment and recreation	669,598	39,468	0.6686	0.8177	5.8943
Other service activities	538,989	15,604	2.5647	1.6015	2.8951

Table A1.2.4: Survey Quality Measures of Total Employment by Region, Tanzania, 2023/24 EES

REGION	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Dodoma	24	2	0.2975	0.5454	7.3206
Arusha	32	4	0.3670	0.6058	12.1038
Kilimanjaro	32	5	0.3863	0.6216	14.4103
Tanga	39	5	0.5299	0.7279	12.8074
Morogoro	34	5	1.7060	1.3061	16.0831
Pwani	31	3	0.2086	0.4567	11.1025
DSM	26	2	1.2413	1.1141	7.5046
Lindi	34	5	0.4794	0.6924	13.9252
Mtwara	21	2	0.2858	0.5346	10.4529
Ruvuma	14	1	0.2916	0.5400	8.0210
Iringa	61	16	0.4599	0.6781	26.6434
Mbeya	20	2	0.7826	0.8847	10.5410
Singida	26	2	0.3325	0.5766	9.7004
Tabora	33	4	0.2622	0.5120	11.1153
Rukwa	22	2	0.2736	0.5231	11.2780
Kigoma	22	2	0.3699	0.6082	9.2285
Shinyanga	49	9	0.3849	0.6204	19.2185
Kagera	24	4	1.5381	1.2402	16.1867
Mwanza	26	2	0.2584	0.5084	8.4764
Mara	22	2	0.5291	0.7274	11.0355
Manyara	35	4	0.2211	0.4702	12.6856
Njombe	41	8	0.3236	0.5689	18.4376
Katavi	23	5	0.5206	0.7215	19.8000
Simiyu	22	3	0.2197	0.4687	12.2713
Geita	27	4	0.2335	0.4833	16.2808
Songwe	20	4	0.2566	0.5065	19.0787
Kaskazini Unguja	35	5	0.1211	0.3479	13.2493
Kusini Unguja	30	4	0.1209	0.3477	13.5590
Mjini Magharibi	44	4	0.1207	0.3475	9.8537
Kaskazini Pemba	21	3	0.1216	0.3487	13.7654
Kusini Pemba	59	15	0.1212	0.3481	24.9730

Table A1.2.5: Survey Quality Measures of Total Employment by Sector, Tanzania, 2023/24 EES

SECTOR	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Private	21	1	1.0278	1.0138	4.2126
Public	88	4	0.3018	0.5493	4.0982

Table A1.2.6: Survey Quality Measures of Total Employment by Industry, Tanzania, 2023/24 EES

INDUSTRY	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Agriculture, forestry and fishing	57	11	0.6030	0.7766	19.5557
Mining and quarrying	66	24	2.1894	1.4797	35.5405
Manufacturing	34	4	0.9394	0.9692	11.0248
Electricity, gas, steam and air conditioning supply	77	16	1.0748	1.0367	20.7494
Water supply; sewerage, waste management and remediation activities	47	7	0.5239	0.7238	14.3094
Construction	30	4	1.2107	1.1003	13.2513

INDUSTRY	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Wholesale and retail trade; repair of motor vehicles and motorcycles Division	11	1	0.9602	0.9799	4.9180
Transportation and storage	36	6	2.2586	1.5029	17.4028
Accommodation and food service activities	12	0	1.5741	1.2546	3.9941
Information and communication	23	4	0.4155	0.6446	17.7350
Financial and insurance activities	23	2	0.5590	0.7476	7.7642
Real estate activities	14	3	1.7281	1.3146	22.7584
Professional, scientific and technical activities	32	4	0.2398	0.4897	12.0308
Administrative and support service activities	94	20	1.2226	1.1057	21.8783
Public administration and defence; compulsory social security	60	5	0.3851	0.6206	7.8032
Education	62	3	0.2843	0.5332	5.0701
Human health and social work activities	35	2	0.5185	0.7201	6.8299
Arts, entertainment and recreation	25	7	1.4279	1.1950	29.3593
Other service activities	9	1	2.2806	1.5102	8.9805

iii. Non sampling errors

Non-sampling errors refer to errors that arise in a survey or data collection process that are not related to the sampling procedure itself. These errors can occur at any stage of the survey process, including the design, data collection, or analysis phases, and can affect the validity and reliability of survey results. Non-sampling errors are typically more difficult to quantify and control compared to sampling errors.

There are five distinct categories of non-sampling Errors, namely: - coverage Errors (non-coverage and over-coverage) due to frame imperfections; nonresponse Errors: unit or item nonresponse; measurement errors: during data collection from the respondent or interviewer; data entry errors: from data entry or coder; and bias in estimation procedure.

With regard to 2023/24 EES, various measures were implemented to minimize non-sampling Errors. The measures include careful design of the survey, including designing clear and unbiased questions in the questionnaire. After designing, the 2023/24 EES questionnaire was pre-tested to ensure questions were understandable and would fetch intended responses. Moreover, the 2023/24 EES sample was

designed in such a way that it was representative of the entire population in order to reduce coverage and selection biases. Other strategies were intensive training of enumerators; pre-selection of sampled establishments; and regular quality control visits during field work to help identify and fix instances which could introduce non-sampling errors in the survey process.

Table A7.1: Distribution of Job Vacancies by Occupation and Work Experiences; Tanzania, 2023/24 EES

Occupation	URT					TZM					ZNZ				
						Work experience									
	Not required	1 to 2 years	3 to 4 years	5 years and above	Total	Not required	1 to 2 years	3 to 4 years	5 years and above	Total	Not required	1 to 2 years	3 to 4 years	5 years and above	Total
Legislators, administrators and managers	4,859	847	47	97	5,850	4,858	840	45	94	5,837	1	7	2	3	13
Professionals	161,447	11,432	8,974	698	182,551	159,376	10,325	8,900	631	179,232	2,071	1,107	74	67	3,319
Technicians and associate professionals	234,996	23,811	2,092	107	261,006	233,468	23,569	2,072	99	259,208	1,528	242	20	8	1,798
Clerks	17,720	2,145	208	59	20,133	17,574	2,093	195	53	19,916	146	52	13	6	217
Service workers and shop sales workers	18,772	5,498	162	2	24,434	18,672	5,459	155	2	24,288	100	39	7	0	146
Skilled agricultural and fishery workers	5,207	65	32	0	5,305	5,188	65	0	0	5,254	19	0	32	0	51
Craft and related workers	683	1,831	45	0	2,560	678	1,825	43	0	2,547	5	6	2	0	13
Plant and machine operators and assemblers	1,858	715	601	44	3,218	1,823	687	592	43	3,145	35	28	9	1	73
Elementary occupations	22,172	5,719	55	0	27,945	21,966	5,592	47	0	27,604	206	127	8		341
Total	467,714	52,064	12,216	1,007	533,002	463,603	50,456	12,049	922	527,031	4,111	1,608	167	85	5,971

Table A72: Distribution Job Vacancies by Occupation and Sex Preference; Tanzania, 2023/24 EES




Occupation	URT				TZM				ZNZ			
	Male	Female	Any	Total	Male	Female	Any	Total	Male	Female	Any	Total
Legislators, administrators and managers	172	56	5,622	5,850	168	54	5,615	5,837	4	2	7	13
Professionals	2,503	3,292	176,757	182,551	2,316	3,261	173,656	179,232	187	31	3,101	3,319
Technicians and associate professionals	6,626	1,722	252,659	261,006	6,501	1,632	251,076	259,208	125	90	1,583	1,798
Clerks	303	1,763	18,066	20,133	273	1,736	17,906	19,916	30	27	160	217
Service workers and shop sales workers	3,977	12,562	7,895	24,434	3,970	12,546	7,772	24,288	7	16	123	146
Agricultural and fishery workers	77	1,158	4,070	5,305	41	1,158	4,055	5,254	36	0	15	51
Craft and related workers	2,101	10	449	2,560	2,091	10	446	2,547	10	0	3	13
Plant and machine operators and assemblers	1,695	18	1,505	3,218	1,655	18	1,472	3,145	40	0	33	73
Elementary occupations	7,048	2,401	18,497	27,945	6,994	2,390	18,221	27,604	54	11	276	341
Total	24,501	22,981	485,520	533,002	24,008	22,804	480,219	527,031	493	177	5,301	5,971

Table A7.3: Distribution of Job Vacancies by Industries and Reasons; Tanzania, 2023/24 EES

Industry	URT			TZM			ZNZ		
	Replacement	New Position	Total	Replacement	New Position	Total	Replacement	New Position	Total
Agriculture, forestry and fishing	8,752	1,422	10,174	8,694	1,391	10,085	58	31	89
Mining and quarrying	109	0	109	109		109	0	0	0
Manufacturing	5,132	12,794	17,926	5,116	12,783	17,899	16	11	27
Electricity, gas, steam and air conditioning supply	433	450	883	425	427	852	8	23	31
Water supply; sewage, waste management and remediation activities	718	220	938	697	24	721	21	196	217
Construction	399	62	461	397	18	415	2	44	46
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,107	1,246	3,353	2,047	1,238	3,285	60	8	68
Transportation and storage	1,134	108	1,242	1,119	81	1,200	15	27	42
Accommodation and food service activities	9,843	10,648	20,491	9,802	10,594	20,396	41	54	95

Industry	URT			TZM			ZNZ		
	Replacement	New Position	Total	Replacement	New Position	Total	Replacement	New Position	Total
Information and communication	1,032	403	1,435	1,026	397	1,423	6	6	12
Financial and insurance activities	965	199	1,164	947	196	1,143	18	3	21
Real estate activities	176	52	228	176	51	227	0	1	1
Professional, scientific and technical activities	8,009	706	8,714	7,941	687	8,627	68	19	87
Administrative and support service activities	3,982	5,976	9,959	3,981	5,973	9,955	1	3	4
Public administration and defence; compulsory social security	53,826	2,957	56,782	53,375	2,496	55,870	451	461	912
Education	328,490	17,760	346,250	324,823	17,185	342,008	3,667	575	4,242
Human Health and social work activities	42,630	3,180	45,810	42,602	3,158	45,760	28	22	50
Arts, entertainment and recreation	417	112	529	407	99	506	10	13	23
Other service activities	4,789	1,765	6,555	4,785	1,765	6,551	4	0	4
Total	472,942	60,060	533,002	468,468	58,563	527,031	4,474	1,497	5,971

Questionnaire for the 2023/24 Employment and Earnings Survey

CONFIDENTIAL	
 United Republic of Tanzania 2023/24 EMPLOYMENT AND EARNINGS SURVEY	
<div style="border: 1px solid black; padding: 5px; float: right; width: 30%;"> This information is collected under the Statistics Act No 9 of 2007 THIS INFORMATION IS STRICTLY CONFIDENTIAL AND IS TO BE USED FOR STATISTICAL PURPOSES ONLY. </div>	
SECTION A: IDENTIFICATION OF THE ESTABLISHMENT	
<div style="text-align: center; margin-bottom: 10px;">CODES</div> <div> <div>1. REGION:.....</div> <div>2. DISTRICT.....</div> <div>3. WARD/SHEHIA.....</div> <div>4. VILLAGE/STREET.....</div> <div>5. NAME OF ESTABLISHMENT:.....</div> <div>6. NAME OF MINISTRY/COMPANY:.....</div> <div>7. NAME OF ENUMERATOR:.....</div> <div>8. PHONE NO OF ENUMERATOR.....</div> <div>9. STATUS OF ESTABLISHMENT:</div> <div style="display: flex; justify-content: space-between;"> <div> No Changes of the Establishment.....1 Establishment Change the Main Activity (Specify new Activity).....2 Establishment Sold/ Change name (Specify new name and address).....3 Temporary closed of the Establishment.....4 Permanent closed of the Establishment.....5 </div> <div style="text-align: center;"> <input type="checkbox"/> } End of the interview </div> </div> </div>	<div style="text-align: center; margin-bottom: 10px;">10: ADDRESS OF ESTABLISHMENT</div> <div> <div>10.1: Post Office Box Number & Location (e.g 465 Njombe).....</div> <div>10.2: TELEPHONE/MOBILE PHONE</div> <div>10.3: FAX.....</div> <div>10.4: EMAIL.....</div> </div>
<div style="display: flex; justify-content: space-around;">   </div>	

SECTION B: INFORMATION OF THE ESTABLISHMENT						
1. Total number of Employees by Type of Contract, Age Group and Sex as of 30th June 2024.						
Type of contract	Age 15 - 35		Age 36 and above			
	Male	Female	Total	Male	Female	Total
Permanent Contract						
Temporary Contract (Specific task or Fixed term)						
Casual workers						
Total						
2. Total Number of Employees Working in the Government Strategic Projects from July 2022 to June 2024						
Male Employees						
Female Employees						
Total Employees						
3. Total Number of Employees With Disability by Type of Employment Contract, Age Group and Sex as of 30th June 2024						
Type of Employment Contract	Age 15 - 35		Age 36 and above			
	Male	Female	Total	Male	Female	Total
Permanent Employees						
Temporary Contract (Specific task or Fixed term)						
Casual workers						
Total						
4. How many hours per week your employees usually work						
<div style="display: flex; justify-content: center; align-items: center;"> <div style="border: 1px solid black; width: 30px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 30px; height: 20px;"></div> </div>						
5. Size of establishment by number of employees						
<div style="display: flex; justify-content: space-between;"> <div> 1 - 4 Employees.....1 5 - 9 Employees.....2 10 - 49 Employees.....3 50+ Employees.....4 </div> <div style="text-align: center;"> <input type="checkbox"/> </div> </div>						
6. Ownership						
<div style="display: flex; justify-content: space-between;"> <div> Central Government.....1 Local Government.....2 Parastatal Organisations.....3 Partnership - Government with Private.....4 Partnership - Private with Private.....5 Private Citizen (Tanzanian).....6 Private Non Citizen.....7 NGO's.....8 Cooperative unions.....9 International Organizations.....10 Faith based Organisations.....11 </div> <div style="text-align: center;"> <input type="checkbox"/> </div> </div>						
7: Economic Activity of the Establishment						
7.1: What is the Main economic activity of the establishment (WRITE IN FULL)				ISIC Code		
				<div style="display: flex; justify-content: space-around; width: 100px;"> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div>		
7.2: What is the Secondary economic activity of the establishment (WRITE IN FULL)				ISIC Code		
				<div style="display: flex; justify-content: space-around; width: 100px;"> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div>		

SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2024					
C1: EMPLOYEES WITH PERMANENT CONTRACT					
(i) Tanzania Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2024		Gross Earnings as on June, 2024 (TZS)		Basic Salary as on June 2024
Male	01		02		03
Female	04		05		06
Total	07		08		09
(ii) Non Tanzanian's Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2024		Gross Earnings as on June, 2024 (TZS)		Basic Salary as on June 2024
Male	10		11		12
Female	13		14		15
Total	16		17		18
C2: EMPLOYEES WITH TEMPORARY CONTRACT(Specific & Fixed term)					
(i) Tanzanian's Citizen Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2024		Gross Earnings as on June, 2024 (TZS)		Basic Salary as on June 2024
Male	01		02		03
Female	04		05		06
Total	07		08		09
(ii) Non Tanzanian's Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2024		Gross Earnings as on June, 2024 (TZS)		Basic Salary as on June 2024
Male	10		11		12
Female	13		14		15
Total	16		17		18

SECTION D: WAGE RATES FOR TANZANIAN CITIZENS					
(i) Employees with Permanent Contract					
Income Groups	Male		Female		Total
Under 140,000/=	01		02		03
140,000/= to 199,999/=	04		05		06
200,000/= to 299,999/=	07		08		09
300,000/= to 399,999/=	10		11		12
400,000/= to 499,999/=	13		14		15
500,000/= to 599,999/=	16		17		18
600,000/= to 699,999/=	19		20		21
700,000/= and Over	22		23		24
TOTAL	25		26		27
(ii) Employees with Temporary Contract (Specific & Fixed term)					
Income Groups	Male		Female		Total
Under 140,000/=	28		29		30
140,000/= to 199,999/=	31		32		33
200,000/= to 299,999/=	34		35		36
300,000/= to 399,999/=	37		38		39
400,000/= to 499,999/=	40		41		42
500,000/= to 599,999/=	43		44		45
600,000/= to 699,999/=	46		47		48
700,000/= and Over	49		50		51
TOTAL	52		53		54

SECTION E: EMPLOYEES CATEGORY (CARDE)							
i) Employees with Permanent Contract							
Carde	Tanzanian Citizens				Non-Tanzanian Citizens		
	Male		Female		Male		Female
Legislators, administrators and managers	01	11		21	31		
Professionals	02	12		22	32		
Technicians and Associate Professionals	03	13		23	33		
Clerks	04	14		24	34		
Service workers and shop sales workers	05	15		25	35		
Skilled Agricultural and Fishery Workers	06	16		26	36		
Craft and related workers	07	17		27	37		
Plant and Machine Operators and Assemblers	08	18		28	38		
Elementary occupations	09	19		29	39		
Total	10	20		30	40		
<i>NOTE: Total number of employees should be the same as Section C(i)</i>							
ii) Employees with Temporary Contract (Specific & Fixed term)							
Carde	Tanzanian Citizens				Non-Tanzanian Citizens		
	Male		Female		Male		Female
Legislators, administrators and managers	41	51		61	71		
Professionals	42	52		62	72		
Technicians and Associate Professionals	43	53		63	73		
Clerks	44	54		64	74		
Service workers and shop sales workers	45	55		65	75		
Skilled Agricultural and Fishery Workers	46	56		66	76		
Craft and related workers	47	57		67	77		
Plant and Machine Operators and Assemblers	48	58		68	78		
Elementary occupations	49	59		69	79		
Total	50	60		70	80		
<i>NOTE: Total number of employees should be the same as Section C(ii)</i>							
iii) Please, list all specific skills needed in your institutions, _____							

SECTION F: CASUAL WORKERS							
Sex	Number of Casual Workers Employed as on 30th June 2024		Total Person - Days Worked During June, 2024		Total Cash Earnings for the Month of June 2024		Monthly Average Earnings for the Month of June, 2024
(a)	(b)		(c)		(d)		(e) = (d)/(b)
Male	01		02		03		4
Female	05		06		07		8
Total	09		10		11		12

SECTION G: OTHER BENEFITS PAID TO EMPLOYEES (July 2023 to June 2024).						
Type of Benefit	Employees with Permanent Contract		Employees with Temporary Contract (Specific & Fixed term)		Casual Employees	
	Amount Paid (TZS)		Amount Paid (TZS)		Amount Paid (TZS)	
(a) Food and refreshment allowance	01		02		03	
(b) Paid Leave	04		05		06	
(c.) Housing allowance	07		08		09	
(d) Transport allowance	10		11		12	
(e) ZSSF, NSSF and PSSSF	13		14		15	
(f) Over time (O.T)	16		17		18	
(g) Outfit allowance / Uniform allowance	19		20		21	
(h) Responsibility allowance	22		23		24	
(i) Risk allowance	25		26		27	
(j) Medical allowance	28		29		30	
(k) Telephone allowance	31		32		33	
(l) Electricity allowance	34		35		36	
(m) Others(specify).....	37		38		39	

SECTION H: OCCUPATIONAL INJURY AND DISEASES						
(i) Occupational Injuries and Diseases (fatal and non-fatal) at Work Place (July 2023 to June 2024)						
Occupational Injury Indicator	Employees with Permanent Contract		Employees with Temporary Contract (Specific & Fixed term)		Casual employee	
	Male	Female	Male	Female	Male	Female
(a) Number of fatal occupational injuries						
(b) Number of non-fatal occupational injuries						
(c) Number of fatal occupational diseases						
(d) Number of non-fatal occupational diseases						
(e) Number of occupational injuries/diseases who received compensation						

SECTION I: NUMBER OF NEWLY RECRUITED EMPLOYEES FROM 1st JULY, 2023 to 30th JUNE, 2024										
1. Occupation Title (WRITE IN FULL) Example: Accountant, Secondary School Teacher, Etc	(TASCO CODE)	2. Highest Level of Education Attained Doctor of Philosophy (PhD).....1 Master Degree.....2 First Degree/Advanced Diploma.....3 Ordinary Diploma.....4 Certificate.....5 Vocational Training.....6 Secondary Education.....7 Primary Education.....8 Never attended school.....9	3. Main Field of Study (WRITE IN FULL) Example:Secondary Education; Welding; Accountant.	(SUBJECT OF TRAINING CODE)	4.Citizenship Tanzania.....1 Kenya.....2 Uganda.....3 Burundi.....4 Rwanda.....5 South sudan.....6 DRC.....7 Other Countries...8	5. Reasons for Recruiting New Employees New Position.....1 Replacement.....2 Other (Specify).....3	6. Employment Contract Permanent contract.....1 Specific task contract...2 Fixed term contract...3	7. Starting Basic Salary/Wage per month (TZS)	8. Number of Employees by Sex	
									Male	Female
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										

SECTION J: CURRENT JOB VACANCIES (AS OF 30th June 2024)								
1. Type of Occupation Available as of 30th June, 2024 (WRITE IN FULL) Example: Accountant; Secondary school teacher)	(TASCO CODE)	2. Number of vacancies available	3. Required level of education Doctor of Philosophy (PhD).....1 Master Degree.....2 First Degree/Advanced Diploma.....3 Ordinary Diploma.....4 Certificate).....5 Vocational Training.....6 Secondary Education.....7 Primary Education.....8 No education Required.....9	4. Required Field of Study (WRITE IN FULL) Example: Statistics; Secondary School teacher; Accountant.	(SUBJECT OF TRAINING CODE)	5. Reasons for Existing Post/Vacancies Lack of Local Professionals.....1 Lack of Employment Permit.....2 Financial Constrains.....3 Migration/Resign or Terminated...4 Retirement/Death.....5 New Vacancy.....6 Other (Specify).....7	6.Required work experience Not required.....1 1 to 2 years.....2 3 to 4 years.....3 5 years and above.....4	7. Sex Preference
								Male.....1 Female.....2 Any.....3
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								

K: FUTURE JOB VACANCIES IN THE NEXT THREE YEARS									
1. Occupation Title			TASCO CODE				2. Number of Vacancies		
(WRITE IN FULL)									
Example: Accountant; Secondary School Teacher							2024/25	2025/26	2026/27
01									
02									
03									
04									
05									
06									
07									
08									
09									
10									

SECTION L: NUMBER OF EMPLOYEES DROPPED OUT FROM THE ESTABLISHMENT FROM JULY 2023 TO JUNE 2024			
1. Number of Employees Dropped out from the Establishment by Sex and Reasons for leaving the Establishment.			
Reasons for Leave the Establishment		Male	Female
(a) Retired Employees	01		08
(b) Terminated	02		09
(c) Resigned	03		10
(d) Death	04		11
(e) Transfer	05		12
(f) End of Contract	06		13
(g) Other (Specify)	07		14

This section must be filled by a person who has sufficient knowledge about the interviewed establishment for further clarification

GIVE YOUR OPINION IF ANY

Name.....

Phone Number.....

Signature.....

Date.....

THANKS FOR YOUR COOPERATION

