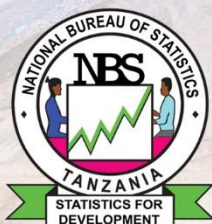




THE UNITED REPUBLIC OF TANZANIA

LABOUR MARKET STATISTICS MONITORING STRATEGY IN TANZANIA



National Bureau of Statistics
Ministry of Finance

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Office of the Chief Government Statistician
President Office Finance and Planning

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LIST OF ABBREVIATIONS

Association of Tanzania Employers	ATE
Civil Society Organizations	CSO
Computer Assisted Personal Interviews	CAPI
East African Community	EAC
Employment and Earning Surveys	EES
Information and Communication Technology	ICT
Informal Sector Survey	ISS
International Monetary Fund	IMF
Integrated Labour Force Survey	ILFS
International Labour Organization	ILO
International Standard Classification of Occupations	ISCO
Key Labour Market Indicators	KLMI
Labour Force Participation Rate	LPR
Local Government Authorities	LGA
Management Information Systems	MIS
Ministries, Departments and Agencies	MDA
National Bureau of Statistics	NBS
National Statistical System	NSS
National Statistical Offices	NSO
Non-State Actors	NSA
Office of Chief Government Statistics	OCGS
Paper Assisted Personal Interview	PAPI
Research and Training Institutions	RTI
Small Area Estimation	SAE
Southern Africa Development Community	SADC
Tanzania Employment Services Agency	TaESA
Tanzania Standard Classification of Occupations	TASCO
Tanzania Statistical Master Plan II	TSMP II
United Republic of Tanzania	URT
To Be Determined	TBD

FOREWORD

In a continuously changing global environment, the need for a comprehensive and adaptive strategy is more crucial. As we embark on this journey to enhance our approach to Labour Market Monitoring, we recognize the importance of collaboration, innovation, and forward-thinking in addressing the challenges and opportunities that lie ahead. This strategy has been meticulously crafted through the concerted efforts of various stakeholders, including government entities, industry experts, and civil society organizations. We extend our heartfelt gratitude to all those who contributed their insights, expertise, and time to this endeavor. Your commitment to fostering a robust framework for Labour Market Statistics Monitoring Strategy in Tanzania is evident and deeply appreciated.

The Labour Market Monitoring Strategy aims to establish a cohesive, data-driven approach that will not only address current gaps but also anticipate future trends in Labour Market. We believe that by leveraging our collective strengths and resources, we can create a more resilient and inclusive environment that benefits all users of Labour Market Statistics in the society. As we move forward with the implementation of this strategy, we invite all partners and stakeholders to remain engaged and committed to our shared vision. Together, we can ensure the successful realization of our goals and contribute significantly to the prosperity and well-being of the Nation.



Dr. Amina S. Msengwa,

Statistician General,

April, 2025

EXECUTIVE SUMMARY

Labour market statistics are among the socio-economic concerns that reveal the country's level of development in various aspects. They, among others, include statistics on levels of employment, unemployment, underemployment, working time and wages. These statistics provide an overview of the labour market information on both the Neo-Classical supply and Keynesian demand sides, and its relevance can be registered from various angles, among others, in designing employment policies and monitoring the progress and achievement of various socioeconomic indicators and the macroeconomic developments of a country.

Nevertheless, despite its utility and importance, statistics on labour market indicators compiled within the National Statistical Systems still do not meet the current demand and reflect the prevailing levels of the labour market indicators, particularly at the lower level of administration. Such setbacks are constrained by among others;

- (i) The frequency and timeliness in which the data are collected and
- (ii) The level at which data are reported.

These two facts, that is, the prevailing timeframe and traditional methodological frameworks for collecting and analyzing labour market data are coupled with limitations, particularly in understanding the dynamic nature of employment levels, trends, skill requirements, as well as wages among various socio groups.

It is, therefore, from such standpoints the NBS and OCGS are developing a strategy for improving labour market statistics that underlines the prerequisite to producing comprehensive, accurate, consistent, and timely data that can inform policy, planning, decision-making, monitoring, and evaluation across various sectors of the economy and subsequently foster inclusive economic growth. In response to the current data demand, the strategy proposes three main goals to be achieved;

- (i) Increasing the production of labour market statistics to meet user needs,
- (ii) Improving access to and use of labour market statistics, and
- (iii) Enhance capacity for production and use of labour market statistics.

Among others, the objectives will be achieved by leveraging emerging technologies in the production of labour market statistics, making use of the analytical and estimation technique that allows access to granular estimates; improving the timeliness of collecting and reporting labour statistics; improving the quality of administrative data; and technical capacity to staff in compiling labour market indicators. This will subsequently result in producing indicators that can inform policies, empower the government and development partners to tailor interventions, make evidence-based decisions, and properly allocate resources.

CHAPTER ONE

INTRODUCTION

1.1 Background

Labour statistics are among the socioeconomic concerns that reveal the country's level of development in various aspects, notably, those related to employment, engagement in productive activities as well as operations of the labour market. Among others, labour statistics depict underemployment, unemployment, and child labour levels. These statistics provide an overview of the labour market information on both the Neo-Classical supply and Keynesian demand sides. Statistics on labour supply refer to data on the actual or potential population providing the labour input in the economy. This reflects the working-age population, including the employed, the unemployed, and those outside the labour force on the one hand. On the other hand, on the demand side, there are statistics on the users and uses of the labour input data, notably, data on the businesses creating employment, available vacancies, and productivity, among others.

The most dominant source of labour market statistics in Tanzania is the Integrated Labour Force Survey (ILFS) which is conducted by the National Bureau of Statistics (NBS), Office of Chief Government Statistician (OCGS) and the ministries responsible for labour and employment in both Tanzania Mainland and Zanzibar. The survey provides statistics on the workforce which is important for designing, monitoring, and evaluating employment policies and programmes, both in Mainland Tanzania and Zanzibar. In the mainland, the first ILFS was conducted in 1965 and the second in 1990/1991. In Zanzibar, the first ILFS was conducted in 1990/1991 and the second in 2006. These surveys served as a basis for reporting Labour Market Statistics in the Mainland and Zanzibar respectively. Subsequent surveys were conducted jointly between NBS and OCGS in 2006, 2014 and 2020/2021. In conjunction with this, the NBS and OCGS have been conducting other surveys intended to reveal some labour market statistics. Among others, these include Employment and Earning Surveys (EES) conducted by NBS in 2001, 2002, 2007, 2011, 2013, 2014, 2015, 2016 and 2017; and annually since 1978 to date for OCGS. Also, Informal Sector Survey (ISS) conducted by NBS in 1995 and 2019 covering Dar es Salaam region only.

Production of labour market statistics in Tanzania is conducted in conformity with national and international standards and classification including the International Standard Classification of Occupations (ISCO) and the Tanzania Standard Classification of Occupations (TASCO). TASCO follows a similar classification as ISCO-08 with a slight adjustment in the concepts and definitions tailored to country-specific dynamics. Given these guidelines and frameworks, the administration and the implementation of labour force surveys have significantly improved. Further, NBS and OCGS have been revising survey modules after each phase of the survey

by including an additional (relevant) module of questions to facilitate the production of more comprehensive labour market information and to ensure that statistics produced can inform policy and evidence-based decision-making. For instance, in Mainland Tanzania, the first survey (1965) concentrated on the general labour force while the second survey (in 1990/91) included the informal sector. The third survey in 2000/01, was further extended to include the working children module, after which more comprehensive labour force surveys were thought. As such, from the year 2006 to date, the ILFS includes four modules namely: general labour force, informal sector, working children, and time use.

Despite the milestones that have been made in the production of labour statistics in the country, the current levels of disaggregation do not reveal the extent of existing socio-economic concerns at lower administrative levels. Besides, administrative data sources, though has abundant data, perform inadequately in the production of labour market statistics. As a result, there are limited lower-level estimates that are available at lower frequency that can provide solid grounds for policy planning, resource allocation, and evidence-based decision-making. It is against this background that the need arises to develop a *Strategy for Improving Labour Market Statistics in Tanzania* depicting strategic interventions including methods of computation, compilation, and estimation of labour market statistics indicators at various levels of disaggregation as well as selected socio-economic characteristics at a higher frequency.

Alignment with the Tanzania Statistical Master Plan II (TSMPII)

Development of this Strategy is in line with objectives and components of TSMP II. The Strategy aligns with all three components namely Harmonization, Data Quality and Dissemination; Data Production to Enhance Policy and Decision Making; and Infrastructure and Institutional Development. Under Component I, the Strategy aligns with strategic objective one of Improving Data Harmonization and Quality as well as strategic objective two on Improving Data Dissemination, Uptake and Use. Quality and harmonized data are required for all data produced including labour market statistics. In addition, produced statistics need to reach users in a simplified and understandable way for policy processes, research and decision making.

Under Component two, the strategy is directly linked with Strategic objective one on Reducing Household Surveys Gaps and Increase Frequency of Conducting Survey. Under this objective, two interventions are in focus: Develop a strategy for higher frequency Labour Market Indicators data collection and utilization of administrative records; and conducting Integrated Labour Force Survey on annual basis. Furthermore, Strategic objective number 6 on filling Administrative Data Gaps, points directly into developing and improving administrative data in providing a comprehensive integrated data set for various sectors, including labour statistics.

Component III of TSMPII focusing on Infrastructure and Institutional Development, contains specific issues for labour market statistics, in particular upgrading ICT infrastructure and developing modular ICT data platform for interoperability of data systems in the NSS. Another area is on building human resource capacities to enable them to undertake their work effectively. This involves development of long and short-term specialized training and applying exchange and internship as well as adequate staffing.

1.2 Overview of Labour Market Indicators

Labour market indicators are variables used to measure and report trends and the status of labour market at a given time. Generally, there are 17 global Key Labour Market Indicators (KLMI) of which Tanzania has currently prioritized 14 key labour market indicators. Measurement and reporting of these indicators is therefore of paramount importance. These are discussed below as follows;

1.2.1. Labour Force Participation Rate (LFPR)

Labour force participation rate measures the proportion of the country's working-age population that engages actively in the labour market, either by working (employed) or not working but available for work (unemployed). This measure indicates the size of the supply of labour available to engage in the production of goods and services relative to the population at working age in the country. Statistics, as documented in the 2020/2021 ILFS shows labour force participation Rate (LFPR) stands at 83.1% in the United Republic of Tanzania. In comparison with the 2014 ILFS (86.5%), the labour force participation rate has declined by 3.4 percent

1.2.2. Employment to population ratio

This indicator presents the proportion of an economy's working-age population that is employed. The ratio indicates the ability of an economy to generate employment and can be analyzed together with the indicators of economic growth such as economic growth rate to assess the extent to which growth has contributed to increased employment opportunities. Evidence from the 2020/2021 ILFS, showed that 75.4% of the working-age population in URT were employed as compared to 77.4% in 2014 ILFS.

1.2.3. Status in Employment

In the context of labour force survey, the status in employment is measured by the *percentage distribution of the employed population by status in employment*. This indicator describes employment status into six categories: employees, employers, own account workers, members of producer cooperatives, contributing family workers, and workers not classifiable by status (apprentice, intern, etc). The indicator shows the structures of employment amongst such categories. As per the 2020/2021 ILFS findings, at least half (54.3%) of the employed population were own-account workers, 29.0% were Contributing family workers and 14.3% were in paid employees. While in 2014 (47.4%) of the employed population were own-account workers, 35.6% were Contributing family workers and 14.1% were in paid employees

1.2.4. Employment by Industry

Employment by industry is an important indicator of the labour market because it shows the distribution of employment among industries in the economy. This can help to focus on employment programmes and policies thereby influencing employment in specific industries of the economy, specifically, in Agriculture; Manufacturing; and Services. Evidence from the 2020/2021 ILFS shows that nearly two-thirds (61.1%) of the employed population in Tanzania are engaged in Agriculture, (30.9%) are in the services sector and the remaining 8.0 percent are in the manufacturing sector. In comparison with 2014 ILFS where (66.2%) of the employed population in Tanzania are engaged in Agriculture, (27.1%) are in the services sector and the remaining 6.7 percent are in the manufacturing sector.

1.2.5. Employment by occupation

This indicator comprises statistics on jobs classified according to major groups as defined in one or more versions of the International Standard Classification of Occupations (ISCO). However, at the country level, statistics on jobs are classified according to major groups as defined in the Tanzania Standard Classification of Occupations (TASCO). There are nine groups defined in this classification, which are Legislators, administrators, and managers; Professionals; Technicians and associate professionals; Clerks; Agricultural and fishery workers; Craft and related workers; Plant and machine operators, assemblers and Elementary occupations. This indicator is of paramount importance as it communicates, among

others, the changes in the occupational distribution of an economy that can subsequently be used to identify and analyze stages of development. Statistics from the 2020/2021 ILFS shows that about three fifth (59.8%) of the employed population were enrolled in agriculture, forestry and fishery, (13.8%) were in elementary occupation while (11.7%) were service workers and shop sales workers. In comparison with 2014 ILFS (65.6%) of the employed population were enrolled in agriculture, forestry and fishery, (11.0%) were in elementary occupation while 9.9 percent were service workers and shop sales workers.

1.2.6. Underemployment rate

The “under-employed” are employed persons whose employment level, in relation to the duration or productivity of work, is below their capacities and preferences. Such workers have not attained their “full employment” level in relation to the duration or productivity of their work. Time-related under-employment rate is among the measures of under-employment. In the context of ILFS, time-related under-employment rates reflect the number of employed persons who worked less than normal working hours (40 hours) per week but are willing and available for more work. Considering the 2020/2021 ILFS, underemployment rates in URT stands at (11.0%) as compared to (11.8%) of 2014 ILFS.

1.2.7. Unemployment rate

Statistics on Unemployment documents the “unemployed” comprising all persons above the age specified for measuring the economically active population, who during the reference period were without work, currently available for work, and seeking work. Thus, the unemployment rate is the percentage of the labour force that is unemployed. It is therefore regarded as an indicator of the efficiency and effectiveness of an economy in absorbing its labour force and of the performance of the labour market.

According to the 2020/2021 ILFS the unemployment rate for URT stands at 9.3 percent compared to (10.5%) in the 2014 ILFS. Viewing this from the perspective of education attainment, evidence shows that unemployment is higher among educated individuals (those with at least primary education) than those who never attended school.

1.2.8. *long-term unemployment rate*

Refers to all unemployed persons with continuous periods of unemployment extending for one year or longer (52 weeks and over), expressed as a percentage of the overall labour force. When this number is expressed as a percentage of unemployed people, it gives the *incidence of long-term unemployment*. Statistics from the 2021 ILFS show that 45.8% of the unemployed person experienced long-term unemployment. This is equivalent to 18.9% decrease in long-term unemployment as compared to (64.7%) in 2014 ILFS.

1.2.9. *Youth unemployment rates.*

Among others, youth unemployment is reflected in the ability of the economy to translate educational attainment (skills) into productive and decent employment. The 2020/21 ILFS shows unemployment rates for youths aged 15-35 years stand at 12.6% as compared to 12.1% in 2014 ILFS. Higher levels of youth unemployment suggest that the rapid gains in economic growth and education have not translated into productive and decent employment significant enough to alleviate poverty.

1.2.10. *Employment in the Informal Sector*

This indicator is expressed as a percentage of total employment, that is, the ratio between the number of persons employed in the informal sector and the total number of employed persons. It shows the structure and distribution of employment between formal and informal economies. The informal sector represents an important part of the economy, and certainly of the labour market, in many countries and plays a major role in employment creation, production, and income generation.

In countries with high rates of population growth or urbanization, the informal sector tends to absorb most of the expanding labour force in the urban areas. Consequently, key labour indicators such as the unemployment rate and time-related underemployment would fail to convey a full picture of the labour market. Statistics on informal employment provide valuable information on the quality of employment and are crucial to a comprehensive understanding of the labour market. Statistics confirm that as of 2020/2021, (29.0%) of the employed population in the URT economy was informal. This is however 7.0% increase from 22.0% in 2014 ILFS. Impliedly, there is a growth in the employed population engaged in the informal sector.

1.2.11. Inactivity rate.

The inactivity rate presents the proportion of the working-age population that is not in the labour force, that is, they are neither employed nor unemployed. The relevance of statistics on the inactivity rate stems from a concern that individuals are considered to be outside the labour force if they are not actively seeking work. This can be linked to several reasons including caring for family members; retirement, sickness or disablement, school attendance, or simply not willing to work. Statistics on inactivity rate could be relevant, among others, providing room for improving the availability of decent and productive employment opportunities. As documented in 2020/2021 ILFS, statistics on the inactivity rate in the URT stands at 16.9%. denotes a 3.4% increase from 13.5% in 2014 ILFS.

1.2.12. Education attainment and literacy.

Education attainment and literacy are measured by the *percentage of literate persons in the labour force*. It reflects the levels and distribution of the knowledge and skills base of the labour force and the unemployed. Statistics on levels and trends in the educational attainment of the labour force can:

- (i) Provide an indication of the capacity of countries to achieve important social and economic goals;
- (ii) Give insights into the broad skill structure of the labour force;
- (iii) Highlight the need to promote investments in education for different population groups;
- (iv) Support analysis of the influence of skill levels on economic outcomes and the success of different policies in raising the educational level of the workforce;
- (v) Give an indication of the degree of inequality in the distribution of education resources between groups of the population, particularly between men and women, and within and between countries; and
- (vi) Provide an indication of the skills of the existing labour force, to discover untapped potential.

The 2020/2021 ILFS shows that the illiterate rate of persons aged 15 years has decreased to (17.6%) from (19.4%) in the 2014 ILFS.

1.2.13. Average direct wages and salaries of paid employees.

Earnings are important from the workers' point of view and represent a measure of their purchasing power and an approximation of their standard of living. Earnings aims to measure the income employees receive from paid employment. It represents the main part of their total labour-related income. Average wages represent one of the most important aspects of labour market information as wages are a substantial form of income, accruing to a high proportion of the labour force, namely persons in paid employment (employees). There is also a particular need for information on average wages in planning economic and social development, establishing income and fiscal policies, fixing social security contributions and benefits, and regulating minimum wages and collective bargaining. Statistics, as documented in the 2020/2021 ILFS show that the average nominal wage and salaries of paid employee aged 15 years and above was TZS 390,992 for URT as compared to TZS 307,872.00) ILFS 2014.

1.3 Labour Market and Macroeconomic Developments

The existence of stable and sustainable economic growth, low levels of inflation, low rates of unemployment, equitable distribution of income in a country, and achieving the balance of payments of a nation are the major macroeconomic objectives. Labour market indicators are crucial in assessing and understanding the performance of the economy. Analyzing the labour market indicators can therefore help policymakers to gauge the health of the economy and, subsequently, make informed decisions to address any imbalances or challenges in achieving these macroeconomic objectives.

1.3.1. Stable and sustainable economic growth.

Labour market indicators help to depict the sustainability of a country's economy. For instance, while the Labor Force Participation Rate is useful in indicating the proportion of the population that is actively contributing to economic activity, employment levels provide evidence on either shrinkage/expanding economic opportunity. Among others, these indicators, therefore, register relevance in the sustainability of the economy and the contribution to the overall economic growth.

1.3.2. *Low inflation rate.*

Inflation, as a macroeconomic variable, stems its originality from consumption and expenditure of both goods and services. Country's economic development can be realized by having a fairly low and stable inflation rate. From labour economics, and in the perspective of labour statistics, growth and/or decrease in wages (salaries) dictates demand and supply due to changes in prices of goods and services, consequently, leading to changes in inflation rates. Therefore, reliable and accurate statistics of labour market indicators particularly those related to wages and prices are contextually relevant in understanding the levels of inflation and its impacts corresponding to the country's economy.

1.3.3. *Low level of unemployment*

Despite being among the labour market indicators, reducing the unemployment rate is among the key macroeconomic objectives. Unemployment presents a direct measure of the proportion of the labour force without employment. While high unemployment may signal underutilization of resources, low unemployment rates signify a strong labour market and economic health, and this connotes the relevance of labour market indicators in understanding the macroeconomic developments of a country.

1.3.4. *Equitable Distribution of Income*

Labour market indicators can serve as a basis for capturing Income Distribution Metrics among residents of a country. Labour force surveys provide data on wages, salaries and incomes from various economic activities. Such information is useful in determining income distribution (inequalities) among various social groups using various measures such as the Gini coefficient. While low-income inequality among individuals could be desirable, high-income inequality hinders social cohesion and economic stability. Therefore, monitoring wage differentials across sectors and demographic groups helps assess income disparities and inform policies aimed at promoting income equality.

1.3.5. Achieving Balance of Payments

Labour statistics provides information that can help in constructing the country's balance of payments. Collecting and analyzing labour market information provides a pathway for correctly understanding a country's balance of payments. For instance, sectoral information on exports serves as a basis for monitoring employment levels in export-oriented industries. This further provides insights into a country's capacity to earn foreign exchange and maintain a favorable trade balance. Equally, statistics on labour productivity also matter. Higher labour productivity improves a country's competitiveness in international markets, potentially leading to a favorable balance of payments.

1.4 Labour Policy Frameworks

In Tanzania, matters of labour and employment in general are guided among others by the 2008 National Employment Policy for Mainland Tanzania and 2009 for Zanzibar and the 2004 Employment and Labour Relation Act as revised in the year 2019 [CAP.366 R.E 2019] and Zanzibar Employment Act No 11 of 2005 and Labour Relation Act No 1 of 2005. Both policies were developed for the purpose of stimulating an adequate employment growth in the country's economy, in order to reduce Unemployment and Underemployment rates and eventually attain full, productive, and decent employment for all Tanzanians. In line with the 2025 Tanzania Development Vision, the ultimate goal of the National employment policies are "to have a society engaged in sustainable decent gainful employment, capable of generating a decent income for the improvement of the quality of life and social well-being for Tanzanians, and to reduce poverty as envisaged in the Tanzania Development Vision 2025".

On the other hand, the Employment and Labour Relation Acts clearly defines information relating to fundamental rights and protection, notably, covering Child labour, forced labour, discrimination, and freedom of association. They also depict issues related to employment standards such as hours of work, remuneration, leave, unfair termination of employment; Trade unions, Employer Associations, and Federations; Organization rights, Collective bargaining; and Strikes and Lockouts, Dispute Resolutions (Mediation, Arbitration, and Adjudication). Principally, They serve as *Acts that make provisions for core labour rights, to establish basic employment standards, to provide a framework for collective bargaining, to provide for the prevention and settlement of disputes, and to provide for related matters*. At the other extreme, in addressing the challenging youth unemployment on account of lack of experience, the government launched a National Internship Guideline. The 2017 National Internship Guideline envisions enhancing graduate employability in Tanzania by providing opportunities for young graduates to acquire relevant work-related skills and practical experience of what they learned in colleges.

1.5 Rationale

The need for improving labour market statistics comes as a measure of ensuring that user demands are met. Currently, there are emerging data requirements that are compounded by the increasing demand for low-level statistics for decision-making. This intimacy underlines the prerequisite to produce comprehensive, accurate, consistent, and timely data that can inform policy, planning, decision-making, monitoring, and evaluation across various sectors of the economy and subsequently foster inclusive economic growth.

To date, the prevailing and traditional methodological frameworks for collecting and analyzing labour market data are coupled with limitations, particularly in understanding the dynamic nature of employment levels, skill requirements, as well as wages among various social groups. Among others, the limitations emanate from several factors, including but not limited to data timeliness, quality, accuracy, inclusiveness of socioeconomic groups, and rapid technological changes. Measures to address these challenges require the use of innovative approaches in the entire process of data production, notably in survey designing; refined methodologies and techniques of data collection; measurement, analysis of the indicators as well as granularity of the data.

Recently, substantial improvements have been registered in areas relating to survey design and data collection. The challenge remains in the levels at which the indicators are reported. Since the commencement of the first labour force survey in 1965, the NBS and OCGS have been reporting labour market indicators at national levels and higher aggregated levels; that is, Dar es Salaam, other urban, rural, and Zanzibar. Confining estimates to higher levels restricts access to granular data that are necessary for planning and understanding the specific behavior of socioeconomic groups. Thus, leveraging emerging technologies is one of the critical steps toward improving labour market statistics. This involves the use of analytical and estimation techniques, notably, Small Area Estimation (SAE) that allows the computation of reliable and accurate estimates, particularly granular data. SAE offers a viable solution by harnessing advanced statistical models to extrapolate labour market indicators for specific geographic areas with limited or no direct data.

On the other hand, aside from access to granular data, the use of existing administrative data sources has for a while been inadequate, coupled with challenges. Among others, this is attributed to the quality, relevance, and reliability of the available secondary data. These inconsistencies are associated with inadequate coordination among various agencies within the National Statistical System which arise from different concepts definitions and standard procedures in the compilation of administrative data. To this end, the strategy aims at ensuring a coordinated statistical system that uses recommendable guidelines and procedures in the production of labour statistics within the National Statistical System and, subsequently, guarantees access and use of resulting data.

1.6 Objectives

The broad objective of this strategy is to strengthen labour market statistics to produce quality statistics and enable users of labour market statistics in decision-making. To attain this broad objective, the strategy must meet the following specific objectives:

- i. Increase production of labour market statistics to meet user needs;
- ii. Improve access and use of labour market statistics; and
- iii. Enhance capacity for better production and use of labour market statistics.

1.7 Development of the Strategy

The strategy for improving labour market statistics was developed through interactive steps. The concept note was developed to guide the process of strategy formulation. Literature from reputable sources of labour market such as the International Labour Organization (ILO) were reviewed in tandem with literature from successive countries and institutions. Literature review gave way to experts' drafting and internal consultations on technical issues around labour statistics, such as definitions of terms and indicators. The issues gathered from literature and technical consultations were subjected to stakeholders' consultations, each with a specific objective.

The first stakeholders' consultation aimed at the collection of views on the structure of the strategy and proposal of indicators to be addressed by the strategy. These were instrumental in guiding the subsequent steps in drafting the strategy. The second round of stakeholder consultations was organized to deliberate on the initial draft of the Strategy for Improving Labour Market Statistics. The views and recommendations from stakeholder consultations were used to produce the final draft and action plan for implementing the strategy, which was subjected to NSO's Management. Directives and views from the management were incorporated before the final stakeholder's session. The final stakeholder's consultative session was organized to validate the final strategy. The approved strategy will be launched and disseminated through various channels including workshops, seminars and further disseminations through the NBS and OCGS websites.

1.8 Structure of the Strategy

This strategy is organized into four chapters with several sections. The first chapter sets the strategy background where the evolution of historical trends and performance of labour market statistics have been explained. The chapter also states the rationale and objectives of the strategy as well as the process of developing it.

The second chapter is on analysis of the current situation of labour market statistics. The chapter explains how labour market statistics, in all aspects starting from planning through to dissemination, is coordinated, managed, and facilitated. It covers stakeholders' analysis by looking into their roles and their expectations from labour market statistics system as well as undertaking analysis of Strength, Weaknesses, Opportunities and Threat (SWOT). The chapter is concluded by identifying current existing gaps based on user needs which were used as key inputs in the theory of change for this strategy.

The third chapter is the core of the strategy where a strategic framework has been set up to improve labour market statistics. It identified strategic goals to be achieved, several interventions with their strategic actions associated with targets to be achieved and expected results.

The fourth chapter is about the implementation and coordination arrangement of the strategy. The chapter describes the management, coordination structure, the source of financial resources implementation, monitoring and evaluation.

CHAPTER TWO

SITUATIONAL ANALYSIS

2.1 Overview

This chapter presents the status and performance of the labour market statistics in Tanzania. It covers all aspects within the chain of production and use of these statistics including status and performance, supportive environment in terms of policy, legal and institutional framework, data production, sources, dissemination, quality assurance and control, coordination, collaboration, user needs and expectations, stakeholder analysis, human and financial resources, and infrastructure resources for labour market statistics and identification of strengths, weaknesses, opportunities and threat for so far as labour market statistics are concerned. Through a thorough analysis on each of the above aspects, the chapter is concluded by identifying gaps and areas which needs improvement. A theory of change is employed to identify gaps and the recommended solutions.

2.2 Status and Performance of Labour Market Statistics

The status and performance of labour statistics in Tanzania is analyzed through data production, data sources, dissemination and use; quality assurance and control; labour statistics coordination and collaboration, and user need assessment.

2.2.1. Legal and institutional framework

Creating an enabling environment for improving labour market statistics involves fostering conditions that empower the National Statistical Offices (NBS and OCGS) and other stakeholders to effectively fulfill their mandates of collecting, analyzing, and disseminating accurate and reliable statistical data. As part of the efforts to strengthen the institutional and legal frameworks, the production and dissemination of statistics in Mainland Tanzania and Zanzibar is guided by the Statistics Act of 2015 CAP 351 and Statistics Act No. 9 of 2007 respectively. The Acts safeguard the autonomy, mandate, and overall coordination role of the NBS and OCGS within the National Statistical System (NSS) and that they are not jeopardized.

2.2.2. Planning and designing of Labour Market Statistics programs

The NBS and OCGS have several steps to consider when collecting labour market data to ensure the collected data on the various labour market indicators highlighted in Chapter one is accurate and reliable for internal and external use as follows:

(i) Identifying the demanded data

The National Statistics Offices (NSOs) usually conduct dialogues among different stakeholders to determine the demand for specific data. Through such dialogues, an agreement is reached between data producers and users to collect the needed data to fill the data gap.

(ii) Preparation of the fieldwork

After identifying the demanded data, the NSOs prepares the data collection tool that is the design of the questionnaire to be used and pre-testing the tool, the sample size and sampling techniques for the respondents, determining the survey method, coverage, and performing pilot tests if possible, preparing the financial proposals (Concept note), data processing and dissemination, training of the enumerators which may consist of ethical considerations when collecting data such as obtaining respondent's consent and confidentiality of their responses, time is taken for each interview, the manner of asking questions and how to behave when in the field, use of the data tool and data entry/coding etc.

(iii) Data collection

It is the actual or practical step of collecting data from the field with qualified enumerators or research assistants. In this case, the enumerators or research assistants will use the selected method of the data collection method such as face-to-face interviews, phone interviews, online surveys etc.

Thereafter, these enumerators administer the prepared data collection tool on the selected respondents of interest. Most importantly, Statisticians supervise the enumerators when collecting data to ensure the data collection procedures are strictly adhered to by the

enumerators leading in turn, to unbiased, accurate, reliable, and credible data collected ready for end-users. In addition, all logistics in terms of transport, and equipment (recorders and other gadgets) are well-prepared to allow smooth collection of data.

(iv) Data entry, cleaning, processing, and validation

Data is entered into the designated database or data management system. Meanwhile, the processing of data involves several systematic steps such as coding the questionnaire, then followed by data entry using Computer Assisted Person Interview (CAPI) program.

On other hands, cleaning of the data is done to check errors, inconsistencies, or the generated missing values and formatting in line with the NBS/OCGS preferences such as weighting sample surveys and allocating the different units. Lastly, the data is validated to ensure it meets the set national and international standards and guidelines.

(v) Data analysis

It involves further fine-tuning /processing of the labour market data, data documentation as well as interpretation of the data to meet the survey's objective. Furthermore, the reports and publications are prepared based on the analysis and findings in a crystal clear, concerted/agreeable, and understandable manner.

(vi) Dissemination of the data

After collecting and analyzing labour market data, the data is disseminated or published in various formats (e.g. reports, press releases, online databases) to be used by stakeholders for planning and decision-making processes at the different administrative levels from national and regional to lower levels such as districts, wards/ shehia and villages.

(vii) Evaluation and Feedback

It is recommended to evaluate the data collection process to identify strengths, challenges and areas for improvement. The findings from these aspects will be incorporating as the feedback from the evaluation process in future data collection exercises to enhance quality and efficiency.

Therefore, from the policy maker's perspective, these steps ensure that the data collected by the NBS/OCGS are accurate, reliable and useful for decision-making and policy formulation.

2.2.3. Execution of labour market statistics programs

Labour market statistics are collected through surveys; Labour Force Survey (ILFS), Employment and Earning Survey (EES), and administrative data records which are implemented by the NBS and OCGS in collaboration with the Ministries responsible for Labour and Employment. Currently, the NSOs are using CAPI in collecting labour market data from census and surveys.

Ensuring the quality of labour market statistics is crucial for accurate and reliable results. Therefore, each step of data production follows specific data quality control measures. For instance, during data collection appropriate methods are used such as face-to-face interviews, telephone interviews, to ensure consistency in data collection across all survey. Further, during coding, codes are assigned accurately to responses or data elements. This is aimed at maintaining consistency in coding practices. Likewise, during data editing, data is reviewed for completeness, consistency, and accuracy. This allows for correction of any errors or inconsistencies. The labour market statistics also use other additional quality assurance techniques specific to the ILFS context to monitor and report on quality indicators.

The labour market data also undergo data quality assessment to evaluate the relevance, accuracy, reliability, timeliness, and coherence of survey results, leading to addressing any discrepancies or issues.

2.2.4. Access and use of labour market statistics

Labour Market statistics are disseminated through NBS and OCGS websites, publications, seminars and workshops. NSOs have entered a Memorandum of Understanding (MoUs) with key data users for data sharing to have wide data outreach and promote data use. Labour market statistics are used by policymakers, researchers, employers' associations, trade unions, job seekers, and other stakeholders to make informed decision to inform employment policies, labour force planning, skills development initiative, business investment decision and overall economic strategies.

2.2.5. Infrastructure for production of labour market statistics

The ICT infrastructure required for labour market data including surveys is available at NBS and OCGS headquarters, however, the situation varies across sectors within NSS. The use of CAPI from PAPI is an indication of improvement in data collection tools and techniques. In terms of statistical infrastructure data collection is guided by national and international guidelines and classifications such as TASCO, ISIC, ICATUS and Subject of Training. Likewise increase in the frequency of labour statistics from after every five years to one year has led to the increase in data availability thereby raising the relevance and accuracy of decisions.

2.2.6. Resources for production of labour market statistics

Labour market statistics, including ILFS and others are funded by Government in collaboration with Development Partners. These are not fully funded due to financial constrain leading to limited sample size (coverage), inadequate analytic tools, insufficient capacity building and constrained dissemination. For instance, the current coverage is only on three domains (Dar es salaam, Other urban, Rural) whereas the ideal coverage needs to expand to lower-level domains such as regions and districts administrative level. Administrative labour market statistics, including the Employment and Earnings Survey (EES) conducted by NBS/OCGS and other statistics produced by MDAs are mainly supported by the Government through recurrent budgets of the respective institutions.

2.2.7. Implementation of Statistical Activities

The implementation of statistical activities by stakeholders is a crucial aspect of ensuring the reliability, relevance, and effectiveness of data collection and analysis processes. Stakeholders, play an integral role in the execution of statistical activities, ranging from data collection and processing to interpretation and dissemination.

Considering data sources, evidence showed that stakeholders do collect both primary and secondary data. Most of the primary data sources do provide routine data based on their operations. Regarding collection mechanisms, both paper-based and computer-based technologies are used. With a computer-based approach, data collection tools are usually programmed into various web-based software which are then used to administer the survey (data collection), and the information collected is directly stored on the

respective servers. On the side of the paper-based tools, data are collected through printed questionnaires (hardcopies) which are subsequently entered into software (for analysis) or existing information management systems. Moreover, secondary data are collected from various government agencies mandated with the role of producing official statistics including NBS and OCGS.

Once the data are collected from these sources, they are compiled to suit the institutional context before being made available for public consumption. As documented during stakeholders' analysis, Microsoft Excel, SPSS and Stata were cited as being the most commonly used analytical tool.

2.2.8. Overall coordination of labour market statistics

Labour market statistics is coordinated by Ministry responsible for Employment and Labour in collaboration with National Statistical Offices (NBS/OCGS). The NBS/OCGS in collaborates with ministry responsible for labour and employment in conducting surveys from private household and establishments. Ministries responsible for labor and employment coordinate the production of administrative data from public and private institutions.

Generally, effective coordination of labour market statistics is crucial for monitoring trends in employment and unemployment rates, identifying skill gaps, and evaluating targeted interventions to foster inclusive and sustainable economic growth.

2.3 User Data Needs Assessment

The assessment of user needs is among the important steps in developing the strategy because it gives a clear picture of the types of statistics to be produced also it helps in understanding the needs and preferences of various stakeholders involved in labour market statistics, including government agencies, businesses, researchers, policymakers, and the public. This helps us to be more comprehensive and the feedback is valuable for identifying strengths and weaknesses in current practices and guiding improvements to ensure that labour market statistics meet stakeholders' needs and expectations.

The assessment tools were developed and administered to stakeholders to collect their feedbacks regarding their needs for labour market statistics data. The tool covers the following areas.

- Stakeholders' assessments and expectations

- Planning and implementation of statistical activities
- Challenges and gaps to statistical production and management.

2.3.1. Stakeholders' Analysis

At the country level, the National Statistical System (NSS) has several actors or stakeholders, including data producers and users. These actors are government Ministries, Departments, and Agencies (MDAs); Local Government Authorities (LGAs); and Non-State Actors (NSAs) including Development partners, Civil Society Organizations (CSOs), the private sector, and the academia (think tanks). Knowing their roles and considering the participatory approach of planning, NBS/OCGS engaged these stakeholders during designing of this strategy. These stakeholders were consulted at various stages of developing this strategy starting from designing up to its implementation. Stakeholders' inputs were gathered around various stages and areas of labour market statistics without leaving the use of such statistics.

Analysis of stakeholders' observations and inputs form the core of the strategic interventions and their associated actions to ensure that their needs and expectations will be met upon implementing this strategy.

2.3.2. Roles of stakeholders

The government is the key stakeholder in producing and compiling the national data through NBS and OCGS, and plays a crucial role in ensuring the produced or collected and disseminated labour statistics are effectively used for policy making, regulation, and planning in the socio-economic development of the country. Given the existing political will in recent years, demands for data have generally increased thereby stimulating the producers to generate high quality and reliable statistics annually.

The compilation of labour statistics encompasses a wide array of players, usually coordinated by the government through its MDAs, and LGAs that are tasked with collecting, analyzing, and disseminating labour data.

Furthermore, Development Partners compile and analyze labour statistics at the global level. They often collaborate with national authorities and collect data from multiple countries to monitor labour market developments and inform policy processes.

Academia (higher-learning institutions and researchers) normally compile their surveys and studies on labour statistics. In other words, they strive to influence policy-making processes through the generation of evidence-based research findings on labour market dynamics.

Generally, both policymakers and practitioners significantly utilize labour statistics for quantitative studies, economic analysis, planning, budgeting, monitoring and evaluation, enforcement of regulatory law, and policy formulation. Their usage assists producers especially decision makers in assessing the labour market developments as a result, informed evidence-based decisions are made.

2.3.3. Expectations from Stakeholders

Stakeholders' analysis involves identifying stakeholders, services that NBS/OCGS and sectors within NSS offer, and their expectations; these are presented in the Table 1.

Table 1: Stakeholder's Expectations

S/N	Stakeholder	Services Offered	Stakeholders' Expectation
01.	Government Institutions (MDAs, LGAs and PIs)	<ul style="list-style-type: none"> ○ Policy formulation, Strategies and programmes and Monitoring and Evaluation ○ Produce labour market statistics 	<ul style="list-style-type: none"> ○ Quality and reliable labour market data for decision making, policy formulation, planning, monitoring and evaluation and Law enforcement
02.	Development Partners (DP)	<ul style="list-style-type: none"> ○ Technical assistance ○ Financial support 	<ul style="list-style-type: none"> ○ Quality and reliable labour market data from resource mobilization.
03	Academic, Research and training Institutions	<ul style="list-style-type: none"> ○ Produce labour market statistics ○ Curriculum Development ○ Training Materials and Conducting Research 	<ul style="list-style-type: none"> ○ Quality and reliable labour market data for training, setting research agenda and curriculum development.
04.	Private Sector Organizations	<ul style="list-style-type: none"> ○ Investment Decisions 	<ul style="list-style-type: none"> ○ Quality and reliable labour market data for investment decisions, business development and monitoring of projects.

2.4 SWOT Analysis

The Strengths, Weaknesses, opportunities, and Threats (SWOT) analysis is summarized in Table 2.

Table 2: Analysis of the strength, weaknesses, opportunities and threats (SWOT)

Strengths	Weaknesses
<ul style="list-style-type: none"> • Strong legal and institutional framework of National Statistical System (NSS) • Collaborative linkages between producers and users of statistics • Standard and guidelines for production of statistics • Improved human resource capacity • Established data sources, Management Information Systems (MIS) • Existence of Statistics Units in some sectors for carrying out statistical work • Good leadership provided by a diverse well-learned and experienced governing board members and management • Strong IT programmers 	<ul style="list-style-type: none"> • Inadequate resources such as funds for data production and skills training for advanced technology • Inadequate ICT infrastructure • Inadequate disaggregation of data to reflect situation at lower sub-national levels • Limited coordination and collaboration among NSS institutions. • Weak administrative data system • Lack of unified and comprehensive national statistical training curricula in the NSS • Delays in statistical production and data dissemination • Inadequate specialized trained personnel
Opportunities	Threats
<ul style="list-style-type: none"> • Readiness of stakeholders to collaborate with the NBS/OCGS • Increasing demand for statistics from users • Advancement of technology for production and dissemination of statistics • Existence of national and international training, opportunities and expertise in statistics production • Willingness of the government to continue investing in statistics. 	<ul style="list-style-type: none"> • Uncertainties emanating from changes in policies, financial markets and natural and man-made disasters, geo political shocks and pandemics. • Uncertainty owing to technological advancements and globalization leading to inconsistency upgrading of new innovations for production of labour market statistics. • Late disbursement of funds for implementation of planned statistical activities partly maybe due to limited government budget • Substandard and counterfeited goods and services received from suppliers

2.5 Identified Gaps

Generally, there is still a problem of inadequate capacity related to the use of analytical statistical software and adoption of advanced software such as STATA, R-studio, Tableau, Anaconda, and other related software for Big Data analysis. A training needs assessment will suffice for bridging the capacity gap.

There is weak coordination among data producers and users of statistics within the National Statistical System contributing to unmet data needs. Data gaps are still significantly high for data users. Moreover, disaggregated data or sub-national/local granular data availability remains a challenge and will require greater collaboration among stakeholders in the data ecosystem to address the gaps under TSMP II.

The NSS Stakeholder's assessment further revealed that most of them use routine data for reporting, decision-making, policy formulation, planning, and budgeting processes. Other identified gaps include insufficient real-time data for timely policy adoption and disaggregated data for targeted policy interventions; Limited adherence to the fundamental principles of official statistics by some data producers hence affecting the quality of statistics produced; and Incomplete development of routine data systems due to inadequate technologies to retrieve sector statistics to support monitoring of various national, regional and global development frameworks. Therefore, there should be a real-time enabled database for producers to track progress made and assist in monitoring impulse responses of the targeted users for evidence-based decision-making processes.

To bridge the gaps, emphasis will be given to harnessing the use of non-traditional data sources including Big Data, and maximizing the use of administrative data to complement traditional sources such as censuses and surveys for improving the availability of labour market statistics.

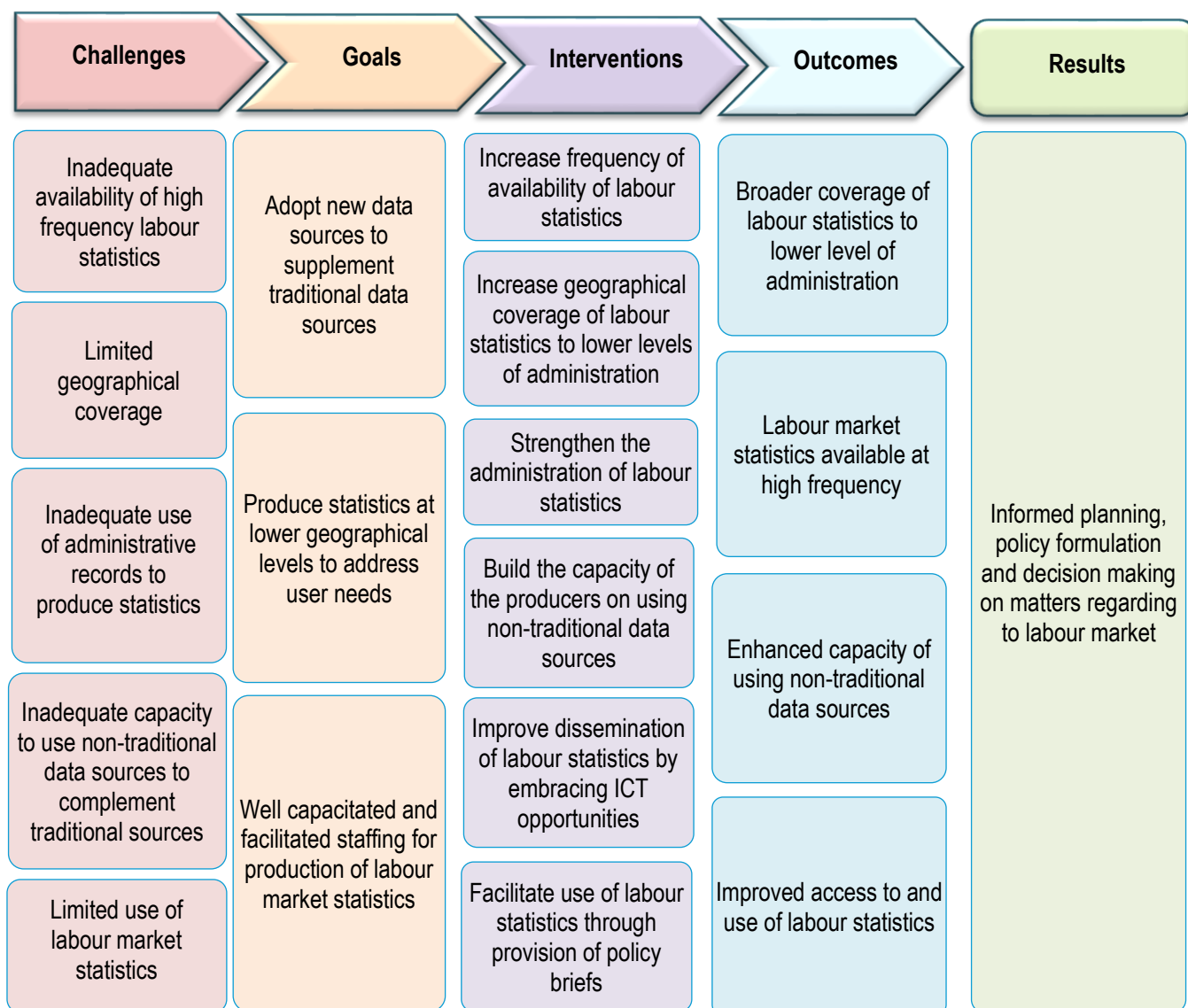
Based on the aforementioned identified gaps, the following are recommended to be the priority areas for improving the labour market statistics:

- i. Human resource capacity building
- ii. Data quality assurance
- iii. Harmonization of data
- iv. Digital technology in data collection, analysis, and dissemination
- v. Collaboration with ecotors producing administrative labour market related statistics
- vi. Dissemination of key labour market indicators to the regional level
- vii. Timeliness and accessibility
- viii. Survey design enhancement
- ix. User engagement and partnership

2.6 Theory of Change

Essentially, the Theory of Change, in this case, highlights the underlying challenges which underpin adequate production of labour market statistics while associating these challenges with possible interventions to address them. From these interventions, strategies are laid down to ensure effective implementation of the proposed interventions with the realization of expected outcomes and results. It typically follows the logical framework that systematically delineates the sequence of inputs, activities, outputs, outcomes, and impacts. The abridged overview of the labour market theory of change is as follows in Figure 1.

Figure 1: Theory of Change



CHAPTER THREE:

STRATEGIC AREAS

3.1 Overview

This chapter presents the strategic interventions to be carried out to strengthen the availability of high-frequency Labour Market statistics. The interventions highlighted in this strategy will address improving and harmonization of methodologies to align with regional and international standards and guidelines; increasing the frequency and sustainability of labour market statistics and use of administrative data sources; and improving the quality of these statistics. In addition, this chapter addresses the issue of using non-traditional data sources including big data in the production of official statistics as well as capacity building among producers and users of statistics. Equally, this chapter presents data dissemination and the use of labour market statistics.

Therefore, the chapter outlines interventions strategically chosen to ensure the realization of the desired outcomes of the strategy. To achieve the stated specific objectives of the strategy the strategic interventions will focus on mainly three areas. These areas are;

- i. Production of labour market statistics to meet user needs;
- ii. Improving access to and use of labour market statistics; and
- iii. Capacity development for better production and use of labour market statistics.

For each strategic intervention, performance targets have been set to provide the basis for effective implementation, monitoring, and evaluation, as well as reporting.

3.2 Vision, Mission, and Core Values

The Vision statement

“To become an outstanding source of labour market statistics.”

The Mission statement

“To provide relevant, reliable, coherent, timely, and accessible labour market statistics”

The core values

Innovation: Encouraging creativity, adaptability, and continuous improvement in labour market practices.

Diversity and Inclusion: Fostering an environment that values diverse perspectives, backgrounds, and experiences.

Adherence to international standards: Ensuring consistency and comparability across countries.

Customer/user-focused: Prioritize providing data and information that is relevant and valuable to workers, employers, job seekers, and policymakers and other stakeholders. This would include data on employment trends, wages, job openings, and skills in demand, labour market conditions, and other factors that directly impact individuals in the workforce. The statistics would be presented in a clear and accessible format that is easy to understand and use for decision-making. Additionally, there would be an emphasis on collecting feedback from users to ensure that the statistics meet their needs and are effectively serving their interests.

Equity and Fairness: Promote equal opportunities, fair treatment, and non-discrimination for all individuals in the labour market. This value promotes a level playing field and inclusivity.

Transparency: Being open and transparent about labour market data, policies, and practices. Transparency builds trust among stakeholders and facilitates informed decision-making.

Collaboration: Encouraging partnerships and cooperation among employers, employees, government agencies, and other stakeholders. Collaborative efforts lead to better outcomes for everyone.

Adaptability: Recognizing that labour markets evolve due to technological advancements, economic shifts, and societal changes. An adaptable statistically informed strategy can respond effectively to these dynamics.

Skill Development: Prioritizing continuous learning, skill enhancement, and professional development. Investing in human capital benefits both individuals and the overall labour market.

Social Responsibility: Acknowledging the impact of labour market statistics on decisions about society as a whole. Responsible practices contribute to sustainable economic growth and social well-being.

3.3 Strategic Goals and Actions

The design of this strategy has categorized areas for improving the labour market statistics into three strategic goals with intervention, actions, and associated results. The aim is to ensure that labour market statistics are adequately available to users for planning, policy formulation, and decision-making. The strategic goals are:

- i. **Strategic Goal 1:**
Increase production of labour market statistics to meet user needs;
- ii. **Strategic Goal 2:**
Improve access to and use of labour market statistics; and
- iii. **Strategic Goal 3:**
Enhance capacity for data production and use of labour market statistics.

3.3.1. Strategic Goal 1: Increase production of labour market statistics to meet user needs;

Under this strategic goal, it is intended to ensure that producers of labour market statistics are well prepared to ensure that they adequately address existing gaps in labour statistics and meet any user demand that might arise during the implementation of this strategy. In addition, digital technology has significantly changed data collection in several ways, including an increase in efficiency and speed, accuracy, cost-effectiveness, accessibility, real-time monitoring, standardization, security, flexibility, and data integration as well as collaboratively strengthen labour market administrative data sources. Data disaggregation (such as by age, sex, geography, education, ethnicity, disability, and social status) is a powerful approach to data analysis. It enables targeting specific needs and ensures inclusiveness and equity. Disaggregation also leads to data quality and availability of statistics. To realize this goal, the following interventions with their associated strategic actions/ activities need to be implemented.

To address the data gaps that currently exist and the demand from users, the implementation of interventions within this strategic goal will result in additional statistics to those currently being produced by NSS. Additionally, 11 areas of labour market statistics will be introduced in the NSS which result in the production of additional 17 key labour market indicators beside the 14 traditional KLMI current produce by NBS/OCGS. A list of these new indicators introduced in the NSS is available in Annex IV of this strategy.

Intervention 1.1: Improving the frequency of Labour statistics Production

Strategic Action 1.1.1: Conducting Integrated Labour Force Survey at shorter periods to ensure high frequency.

Strategic Action 1.1.2: Produce annual labour market statistics report using administrative data.

Intervention 1.2: Modernization (digitization) of data collection methods

Strategic Action 1.2.1: Leverage technology to reduce the response burden on participants and improve data quality.

Strategic Action 1.2.2: Utilize online surveys.

Intervention 1.3: Improve coverage and scope of labour statistics

Strategic Action 1.3.1: Using Small Area Estimation Technique to produce labour market statistics at lower levels of geographic disaggregation

Strategic Action 1.3.2: Increasing coverage and scope of Employment and Earnings Survey

Strategic Action 1.3.3: Transform existing surveys to ensure they capture relevant information.

Strategic Action 1.3.4: Increase collaboration and partnership with administrative labour market data producers

Intervention 1.4: Increase the scope of data disaggregation

Strategic Action 1.4.1: Break down statistics by demographics to identify disparities and address specific challenges faced by different groups.

Strategic Action 1.4.2: Provide granular insights for targeted policy interventions.

Intervention 1.5: Improve administrative data for labour statistics

Strategic Action 1.5.1: Develop manual and tools for collection and compilation of selected labour market indicator from administrative data.

Strategic Action 1.5.2: Institutionalization of labour market statistics within all key producers of labour statistics.

Intervention 1.6: Improving labour market statistics by using non-traditional data sources

Strategic Action 1.6.1: Using Internet and social media data to generate labour market statistics.

Strategic Action 1.6.2: Using GIS and satellite data.

Expected results

Successful implementation of the above interventions will lead to the following expected results:

- i. Increased availability of labour market statistics at granular levels of disaggregation;
- ii. Reduced respondents' burden in the collection of data for labour market statistics;
- iii. Strengthened administrative data system for labour market statistics;
- iv. Reduced cost of producing labour market statistics by integrating non-traditional data sources into official statistics.

3.3.2. Strategic Goal 2: Improve access to and use of labour market statistics

This strategic goal warrants the users of labour market statistics that they will be easily accessible and disseminated in a user-friendly form. Enhancing the design of surveys (such as the Labour force survey) ensures better data quality, higher response rates, and leads to effective communication. Data quality assurance plays a crucial role in building trust by maintaining the integrity and reliability of data. It ensures accurate decision-making and consistency. Harmonizing labour statistics nationally, regionally, and globally offers several advantages. It facilitates informed decision-making by providing a consistent and reliable basis. It also facilitates comparability and consistency by ensuring that labour data across different countries or regions are comparable, hence a need for common and consistent definitions, methodologies and standards to allow for meaningful comparison, facilitating regional cooperation and policy coherence and alignment. Timely data ensures that decision-makers have access to the most up-to-date information leading to informed and effective

decisions. It reduces the risks of making incorrect choices. Timely data also enhances transparency, predictability, and forecasting. Interventions to address the requirements for achieving this goal are:

Intervention 2.1: Ensure quality and sustainability of labour statistics

Strategic Action 2.1.1: Conduct periodic data quality assessments on labour market statistics.

Strategic Action 2.1.2: Undertake regular review of the survey questions and methodologies to maintain their relevance and reliability.

Strategic Action 2.1.3: Implement rigorous quality control processes to minimize errors and inconsistencies.

Strategic Action 2.1.4: Regularly validate data against other sources to ensure accuracy.

Intervention 2.2: Harmonization of the labour market statistics

Strategic Action 2.2.1: Harmonize and align current international definitions, methodologies, and standards with the national definitions, methodologies, and standards.

Strategic Action 2.2.2: Domesticating EAC and ILO guidelines on labour market statistics.

Strategic Action 2.2.3: Undertake labour statistics needs assessment of the East African Community common market protocol.

Intervention 2.3: Improve coordination of production and use of labour market statistics

Strategic Action 2.3.1: Establish and operationalize Sector Working Group on labour market statistics.

Strategic Action 2.3.2: Development of manuals and guidelines for the coordination of labour market statistics.

Expected results

Implementation of the above interventions through their associated actions will result in the following:

- i. Improved quality of labour market statistics;

- ii. Enhanced comparability of labour market statistics across regional integration and global.
- iii. Strong collaboration and cooperation among producers and users of labour market statistics.

3.3.3. Strategic Goal 3: Enhance capacity for data production and use of labour market statistics.

This strategic goal emphasizes capacitating all producers and users of labour market statistics in terms of necessary knowledge, skills, and ICT infrastructure which will facilitate production, dissemination, and access to these statistics. Statistics user engagement has several benefits such as; ensuring that statistics underpin decision-making at all levels, both within and beyond government. Further, when users actively participate in the process of production statistical findings become more relevant and impactful. It fosters collaboration between producers and consumers of statistics, leading to capability enhancement, and helping data producers improve their statistical capabilities.

To ensure attainment of this goal, the following interventions will be implemented:

Intervention 3.1: Capacity building for data production and use

Strategic Action 3.1.1: Participate in regional and international conferences on labour market statistics.

Strategic Action 3.1.2: Conduct short-term training among producers and users of labour market statistics.

Strategic Action 3.1.3: Organize and convene regular data utilization seminars and workshops for various groups of stakeholders.

Strategic Action 3.1.4: Conduct user statistical literacy programmes.

Intervention 3.2: Supply of ICT equipment and infrastructure for increasing production of labour market statistics

Strategic Action 3.2.1: Purchase and supply of tablets to ease the collection of labour market statistics.

Intervention 3.3: Designing and integration of Information Management System platforms which will facilitate the collection, sharing, and dissemination of labour market statistics

Strategic Action 3.3.1: Design an online platform capable of facilitating collection of data required for the compilation of labour market statistics.

Strategic Action 3.3.2: Integration of data collection platforms to facilitate data sharing among producers of labour market statistics.

Strategic Action 3.3.3: Design an interactive online dashboard to facilitate the dissemination of labour market statistics.

Intervention 3.4: Promotion of User Engagement, Collaboration and Partnerships

Strategic Action 3.4.1: Involve users (researchers, policymakers, businesses community etc.) in shaping data collection and reporting.

Strategic Action 3.4.2: Solicit feedback to address specific needs and improve the usefulness of statistics.

Strategic Action 3.4.3: Collaborate with government agencies, research institutions, and international bodies to harmonize methodologies and share best practices.

Strategic Action 3.4.4: Pool resources and expertise for comprehensive analysis.

Expected results

Implementation of the above interventions is expected to bring about the following results:

- i. Skills in labour market data compilation, analysis, and dissemination enhanced.
- ii. Labour market data collection, compilation, and analysis are facilitated through the utilization of modern ICT equipment and infrastructure.
- iii. Access to labour market statistics is made easy for users.
- iv. Reduced cost of data sharing and dissemination using modern digital infrastructure.

CHAPTER FOUR:

IMPLEMENTATION, MONITORING AND EVALUATION

4.1 Overview

This chapter presents the process, procedures, and mechanisms for implementation of the strategy for labour market statistics. It also covers planning, implementation and management structure as well as financing of the strategy. It delves into specifying resource requirements as well as possible sources of funding and tapping them into the production of labour market statistics.

4.2 Planning of the Strategy

The Strategy for Improving Labour Market Statistics will be the guiding tool for developing annual plans for implementation of this strategy. Before the beginning of each financial year, an annual work plan will be developed for both Mainland Tanzania and Zanzibar using the participatory approach which will involve all key players. The participatory approach is very critical to ensure there will be no duplication of activities among actors. Each institution will submit its plan which is derived from this strategy. The submitted institutional plans will be compiled together to formulate a sector work plan.

The work plan to be developed will be submitted to the technical committee for review and refinement. Adjustments will be passed back to implementers after incorporating them into the plan. Once the work plan has been agreed by the technical committee it will be submitted to the joint committee for approval, resource commitment and mobilization.

Each implementer will have a copy of the approved work plan that will guide the scheduling of activities, available resources, and reporting requirements including deliverables.

4.2.1. Implementation of the Strategy

Implementation of the strategy will be done by implementing agencies such as MDAs, Private Sectors and Civil Society Organizations (CSOs) for most of the activities. However, some of the activities will require a joint approach of implementation in which case the respective institutions will nominate one among them to spearhead and coordinate the activity during its implementation. Since activities are implemented within institutions, they should be reflected and mainstreamed in regular institutional work plans for resource mobilization. Nevertheless, some activities will be implemented as special projects and may not appear in the work plans of all

implementing entities but will appear in the work plan of the coordinating institution.

Administrative records are a by-product of the day-to-day business operations of the institution and therefore, the strategy will, as much as possible, streamline the statistical activities within normal institutional business operations. This is to avoid the extra cost that may be incurred by treating statistical activities separately unless it is required to do so. This should be the case for all statistics production activities. Coordination activities may require special treatment and hence special attention in resource allocation as they may involve designing and developing methodologies and tools that do not directly require data as input or end up with statistical data outputs.

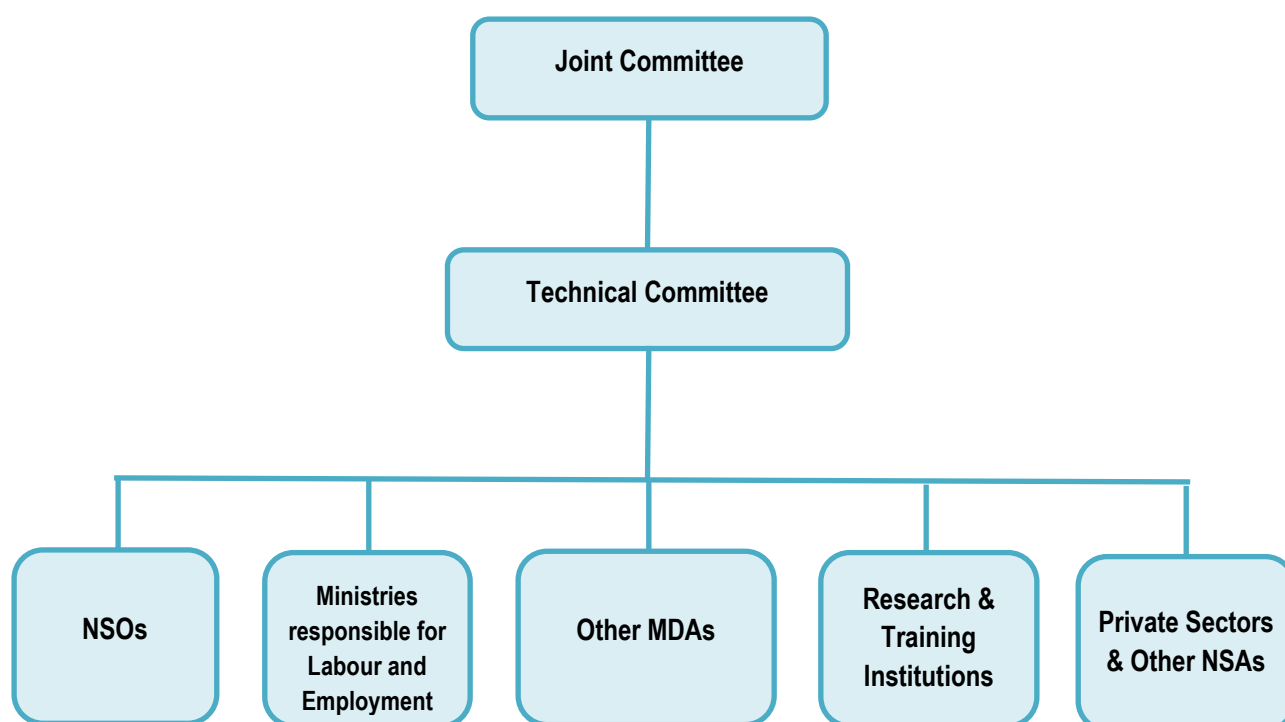
4.3 Coordination of the Strategy

The labour market statistics strategy will be implemented through a series of levels of coordination. These levels start from the institutional level through the sectors to the national level. At the institutional level, the coordination structure involves the institutional structure within an organization. For each producer and compiler of labour market statistics, it is advised to have an internal structure that can identify the responsible person/ unit within that organization and reporting flow through which information is conveyed within that organization. The organizations which are involved at this level include NBS/OCGS, the Ministries responsible for Labour and Employment, the Ministries responsible for Public Service, Non-State Actors, MDAs, training and research institutions, and private sectors which in one way or another produce labour market information.

The coordination arrangement will be through the Joint Committee, Technical Committee, and Social Statistics Working Group. The Joint Committee will be formulated by representatives from the inter-institutional committee and other groups of stakeholders including users of labour market statistics and Development Partners. The Technical Committee will be formed mainly by institutions that are considered producers and/or compilers of labour market statistics.

The Technical Committee will be a place where all technical issues around the production and use of labour market statistics are presented and discussed in the inter-institutional level. Within this level, different institutions will form a group and may formulate a kind of sub committee. These levels of coordination will work hand-in-hand with the Social Statistics Working Group in which labour statistics is among the sub-sector. Figure 2 shows the pictorial presentation of these levels of structure with their connection from one level to another.

Figure 2: Labour Market Statistics Coordination Structure



4.3.1. Roles of different levels of coordination

Primary level of coordination (Producers of statistics)

This will be responsible for:

- i. Collection and compilation of labour market statistics;
- ii. Ensuring adherence to national, regional, and international standards and guidelines on the production of labour market statistics.
- iii. Ensuring quality of the produced statistics.
- iv. Ensuring that statistics which are produced are objective and meet user needs;
- v. Ensure optimal utilization of resources used to produce labour market statistics by embracing modern techniques and ICT to facilitate statistics production at minimum cost.
- vi. Ensuring that statistics that are produced are disseminated in a way that is easily accessible and understandable by users.

There will be no planned schedule of meetings for players of this level, but regular and frequent consultation will be highly adhered to ensure avoidance of duplication of effort and hence effective utilization of resources.

Technical Committee

The main functions of this level are:

- i. Ensuring availability of required manuals and guidelines to producers of statistics;
- ii. Collaborate with responsible units to address issues around the quality of labour market statistics.
- iii. Ensuring that labour market statistics are produced as per the agreed release calendar.
- iv. Act as the link between primary level and higher levels of coordination to ensure the availability of required resources to produce labour market statistics.
- v. Prepare a multi-institutional Annual Work Plan for labour market statistics which will be used to guide the production of labour market statistics for a particular year while at the same time acting as a resource mobilization tool.
- vi. Prepare an Annual Implementation Report which will be submitted to higher levels of coordination.

This level will be in the form of the committee which will have regular quarterly meetings to perform its duties, but an ad-hoc meeting may be convened at any time when the need arises.

Joint Committee

This committee will have the following responsibilities:

- i. Receive and discuss Annual Implementation and other progress reports on labour market statistics as presented by the technical committee while addressing issues that underpin the production of labour market statistics.
- ii. Receive, discuss, and approve the Annual Work Plan of labour market statistics.
- iii. Mobilize resources for implementation of activities identified in the approved work plan;
- iv. Advise the technical committee on the issues of meeting user needs and resources around labour market statistics.

The committee will be meeting twice a year. However, ad-hoc meetings may be called whenever there are genuine reasons for doing so.

4.3.2. Participatory nature of coordination

The whole structure for the coordination of labour market statistics will be implemented through participatory approach. This means that each player around labour market statistics will be engaged in at least one stage of planning, executing, or decision-making on labour market statistics. As is usually the case, most of the stakeholders will have multiple roles and therefore their inclusion will be made easy.

4.4 Monitoring and Evaluation

There will be a systematic framework that will guide how implementation of this strategy will be monitored and evaluated from time to time. Results to be achieved through implementation will be documented and evaluated.

Implementation of the activities within this strategy will be instituted within normal organization plans, therefore, there will be no separate structures for monitoring and evaluation. However, additions will be made to the existing frameworks to accommodate the needs of this strategy. Regular monitoring structure including timing and modality will be adopted. To meet the needs of reporting for this strategy, amendments or additional monitoring tools will be designed and used for monitoring specific activities of the strategy.

In terms of monitoring results, a Results Framework (see Annex III) will be used to report the achievement of this strategy. The Results Framework will be evaluated on an annual basis and achievements will be documented in the annual implementation report. Indicators within the Results Framework are of two types. One type is higher level indicators which aim at measuring attainment towards achieving the overall goals of the strategy. Another type is lower-level indicators which are intended to track achievement of implementing the interventions of this strategy.

4.5 Reporting

The implementation of this strategy will be done quarterly, thus quarterly reporting will be the shortest reporting periodicity recommended when it comes to the coordination structure of this strategy. Since some activities are mainstreamed within institutional plans, a shorter period of reporting, e.g. monthly, can be done depending on the specific requirement of the implementing institution.

The technical committee is responsible for compiling and producing progress reports each quarter. The committee will also have to compile and produce a semi-annual implementation report which is to be submitted to the joint committee. At the end of the year, the technical committee must prepare an annual implementation report which will be submitted before the joint committee in line with the annual work plan.

Therefore, reporting will be made on each quarter of implementation and there will be three types of implementation reports which are:

- i. Quarterly progress report;
- ii. Semi-annual progress report; and
- iii. Annual implementation report.

There will be three channels of reporting. The first channel will be within the implementing institution where progress and implementation reports will be submitted according to institutional procedure. The second channel of reporting will be through the strategy coordination structure. Under this channel, the reporting will start from the implementing institution and be submitted to the technical committee. The technical committee will compile a quarterly progress report based on reports submitted by implementing institutions and present it to the joint committee.

The last channel of reporting is to convey the progress and implementation report to the Social Statistics Sector Working Group which is coordinated through the TSMP II structure. This is an important requirement because some of the activities that will be implemented under this strategy will receive support from the TSMP II.

4.6 Financing Strategy

4.6.1. Resources requirement

The strategy for improving labour market statistics is designed to be implemented for five years starting from the financial year 2024/25. Complete implementation of the strategy will require a total of **USD 11,715,000 (equivalent to TZS 3,089,245,500)** distributed over the five years of implementation. **Table 3** shows the summary of the distribution of total funding for the strategy across various strategic areas and over the five years of its implementation.

Table 3: Distribution of funds over five years and across different strategic areas

Strategic Goal	Annual allocated budget (USD)					Total
	2024/25	2025/26	2026/27	2027/28	2028/29	
Strategic Goal 1	2,275,000	2,040,000	2,015,000	2,000,000	1,925,000	10,255,000
Strategic Goal 2	125,000	160,000	120,000	40,000	80,000	525,000
Strategic Goal 3	135,000	140,000	185,000	315,000	160,000	935,000
Total	2,535,000	2,340,000	2,320,000	2,355,000	2,165,000	11,715,000

Detailed distribution of the fund across each intervention is shown in Annex II of this strategy.

4.6.2. Sources of Financing

Financing the implementation of labour market statistics strategy relies on different sources of funding. The major source of funding will be the Government budget allocated to respective MDAs. This will form the core financing for most activities of routine nature such as collection and compilation of basic labour market statistics. Each player will be responsible for mobilizing its resources from its annual budget.

The second source of financing will be funding allocated to development projects mainly financed by development partners. Implementation of this strategy will, at some time, be in parallel with the implementation of Tanzania Statistical Master Plan II. Therefore, some funding for implementation of this strategy will be secured from TSMP II for respective activities.

Another source of funding for the implementation of the strategy will be the private sector. The private sectors were considered among the key stakeholders in the implementation of this strategy. Therefore, they will be involved in the implementation and, as such, they will also have to contribute towards the implementation of their activities to some extent.

4.6.3. Types of resources

Different types of resources will be required for the implementation of this strategy. These types are financial and technical resources. Hence, the implementation of this strategy will be supported by subsidiary plans which include a training plan, technical assistance requirement plan, and procurement plan to help those funding agencies with alternative means of support to be accommodated during the implementation of this strategy.

ANNEXES

Annex I: Work Plan

Ref.	Intervention/ Strategic Action	YR1	YR2	YR3	YR4	YR5
Strategic Goal 1: Increase production of labour market statistics to meet user needs						
1.1	<i>Improving frequency of Labour statistics</i>					
	1.1.1: Conducting Integrated Labour Force Survey at shorter periods to ensure high frequency					
	1.1.2: Produce annual labour market statistics report using administrative data.					
1.2	<i>Modernization (digitization) of data collection methods</i>					
	1.2.1: Leverage technology to reduce response burden on participants and improve data quality					
	1.2.2: Utilize online surveys					
1.3	<i>Improve coverage and scope of labour statistics</i>					
	1.3.1: Using Small Area Estimation Technique to produce labour market statistics at lower levels of geographic disaggregation					
	1.3.2: Increasing coverage and scope of Employment and Earnings Survey					
1.4	<i>Increase the scope of data disaggregation</i>					
	1.4.1: Break down statistics by demographics to identify disparities and address specific challenges faced by different groups					
	1.4.2: Provide granular insights for targeted policy interventions					
1.5	<i>Improve administrative data for labour statistics</i>					
	1.5.1: Develop manual and tools for collection and compilation of selected labour market indicator from administrative data					
	1.5.2: Institutionalization of labour market statistics within all key producers of labour statistics					
1.6	<i>Improving labour market statistics by using non-traditional data sources</i>					
	1.6.1: Using internet and social media data to generate labour market statistics					
	1.6.2: Using GIS and satellite data					
Strategic Goal 2: Improve access to and use of labour market statistics						

Ref.	Intervention/ Strategic Action	YR1	YR2	YR3	YR4	YR5
2.1	<i>Ensure quality and sustainability of labour statistics</i>					
	2.1.1: Conduct periodic data quality assessments on labour market statistics					
	2.1.2: Integrating modules of EES and ILFS into administrative data tools					
	2.1.3: Undertake regular review of the survey questions and methodologies to maintain their relevance and reliability					
	2.1.4: Implement rigorous quality control processes to minimize errors and inconsistencies					
	2.1.5: Regularly validate data against other sources to ensure accuracy					
2.2	<i>Harmonization of the labour market statistics</i>					
	2.2.1: Harmonize and align current regional and international definitions, methodologies and standards with the national definitions, methodologies and standards					
	2.2.2: Domestic EAC and ILO guidelines on labour market statistics.					
	2.2.3: Undertake labour statistics needs assessment of the East African Community common market					
2.3	<i>Improve coordination of production and use of labour market statistics</i>					
	2.3.1: Establish and operationalize Sector Working Group on labour market statistics					
	2.3.2: Development of manuals and guidelines for coordination of labour market statistics					
Strategic Goal 3: Enhanced capacity for better production and use of labour market statistics						
3.1	<i>Capacity building/strengthening for data production and use</i>					
	3.1.1: Actively participate in regional and international conferences on labour market statistics					
	3.1.2: Conduct short term trainings among producers and compilers of labour market statistics					
	3.1.3: Organize and convene regular data utilization seminars and workshops for various groups of stakeholders					
	3.1.4: Conduct user statistical literacy programmes					
3.2	<i>Supply of ICT equipment and infrastructure for increasing production of labour market statistics</i>					
	3.2.1: Purchase and supply of tablets to ease collection of labour market statistics					
3.3	<i>Designing and integration of Information Management System platforms which will facilitate collection, sharing and dissemination of labour market statistics</i>					

Ref.	Intervention/ Strategic Action	YR1	YR2	YR3	YR4	YR5
	3.3.1: Design an online platform capable of facilitating collection of data required for compilation of labour market statistics					
	3.3.2: Integration of data collection platforms to facilitate data sharing among producers of labour market statistics					
	3.3.3: Design an interactive online dashboard to facilitate dissemination of labour market statistics					
3.4	Promotion of User Engagement, Collaboration and Partnerships					
	3.4.1: Actively involve users (researchers, policy makers, businesses community etc.) in shaping data collection and reporting					
	3.4.2: Solicit feedback to address specific needs and improve the usefulness of statistics					
	3.4.3: Collaborate with other government agencies, research institutions, and international bodies to harmonize methodologies and share best practices					
	3.4.4: Pool resources and expertise for comprehensive analysis					

Annex II: Detailed Budget and Distribution of the Fund Across Interventions

Ref.	Intervention/ Strategic Action	YR1	YR2	YR3	YR4	YR5	Total
Strategic Goal 1: Attain higher level of production of labour market statistics in order to meet user needs		2,275,000	2,040,000	2,015,000	2,000,000	1,925,000	10,255,000
1.1	Improving frequency of Labour statistics	1,600,000	1,600,000	1,580,000	1,580,000	1,570,000	7,930,000
1.2	Modernization (digitization) of data collection methods	400,000	150,000	150,000	200,000	150,000	1,050,000
1.3	Improve coverage and scope of labour statistics	175,000	130,000	130,000	130,000	130,000	695,000
1.4	Increase the scope of data disaggregation	20,000	70,000	20,000	50,000	20,000	180,000
1.5	Improve administrative data for labour statistics	40,000	80,000	25,000	-	25,000	170,000
1.6	Improving labour market statistics by using non-traditional data sources	40,000	10,000	110,000	40,000	30,000	230,000
Strategic Goal 2: Improved access to and use of labour market statistics		125,000	160,000	120,000	40,000	80,000	525,000
2.1	Ensure quality and sustainability of labour statistics	30,000	80,000	70,000	30,000	70,000	280,000
2.2	Harmonization of the labour market statistics	30,000	70,000	40,000	-	-	140,000
2.3	Improve coordination of production and use of labour market statistics	65,000	10,000	10,000	10,000	10,000	105,000
Strategic Goal 3: Reached enhanced capacity for better production and use of labour market statistics		135,000	140,000	185,000	315,000	160,000	935,000
3.1	Capacity building/strengthening for data production and use	60,000	60,000	60,000	60,000	60,000	300,000
3.2	Supply of ICT equipment and infrastructure for increasing production of labour market statistics	-	25,000	-	-	25,000	50,000
3.3	Designing and integration of Information Management System platforms which will facilitate collection, sharing and dissemination of labour market statistics	-	-	50,000	200,000	-	250,000
3.4	Promotion of User Engagement, Collaboration and Partnerships	75,000	55,000	75,000	55,000	75,000	335,000
Grand Total		2,535,000	2,340,000	2,320,000	2,355,000	2,165,000	11,715,000

Annex III: Result Framework

No.	Indicator	Baseline	Target	YR1	YR2	YR3	YR4	YR5
High level indicators								
1	Frequency of availability of key labour market indicators	After every 5 years	1 year					
2	Level of geographical disaggregation of key labour market indicators	Zonal	District					
3	Number of policy briefs produced using labour market statistics	2	10					
Low-level indicators								
1	Number of new labour market indicators available nationwide	0	10					
2	Number of staff trained on production of labour market statistics	0	50					
3	Number of officials trained on using labour market statistics	0	100					
4	Number of labour market statistical reports produced	2	10					
5	Number of new methods of estimation and projection of labour market statistics which are in use	0	3					
6	Performance of release of labour market statistics (timeliness)	60%	90%					
7	Number of freely available datasets on labour market data	1	5					
8	Status of establishment of online information system for sharing labour market data	Concept	System operational					
9	Number of computers/ laptops/ tablets purchased and in use for labour market statistics	0	TBD					
10	Number of users of labour market statistics	200	1000					
11	Number of labour market statistics indicators produced using administrative data	0	10					
12	Number of quality assessments conducted on labour markets statistics	0	5					
13	Number of stakeholders adhered to production of labour market statistics	5	10					
14	Number of stakeholders in agreement to share data on labour market statistics	0	2					

Annex IV: List of Proposed New Labour Market Indicators to be Produced Nationwide

No.	Area	Indicator	Description	Responsible Institution	Source of data	Frequency
1.	Work permits of non-citizens	Number of permits offered to foreigners intending to work in Tanzania	These indicators will be produced at various disaggregation such as sex, age, citizenship, occupation, duration of work and reason for rejection for those whose permits were rejected	Labour Departments/ Commissions	Administrative	Quarterly
		Number of permits rejected to foreigners intending to work in Tanzania				
2.	Social Security Services (SSS)	Number of workers enrolled in Social Security Funds	This indicator will be produced at various disaggregation including sex, type of fund, type of employment (permanent/ contractual), nature of employment (private, public)	Social Security Department (SSD)/Zanzibar Social Security Fund (ZSSF)	Administrative	Semi - Annual
3.	Occupation Injuries, Industrial accidents and Compensation	Number of reported injured workers at workplaces	This indicator will measure the absolute number disaggregated by sex, age, type of injury and if possible, consequence of injury (death, permanent disability, etc)	Workers Compensation Fund (WCF), Occupational Safety and Health Authority (OSHA), ZSSF and OSH-ZNZ	Administrative	Quarterly
		Proportion of reported injured workers at work places who were compensated	The indicator will be reported at the above disaggregation plus the amount of compensation in relation to type of injury incurred		Administrative	
		Average time of compensation from the time of reporting injury event	The indicator will be reported at the same disaggregation as above		Administrative	
4.	Labour inspection	Number of inspections made at workplaces	The indicator will be produced at the disaggregation of type of inspection, results of inspection (fully complied/ partially complied/	Labour Departments/ Commissions,	Administrative	Quarterly

No.	Area	Indicator	Description	Responsible Institution	Source of data	Frequency
			not complied) and type of institution inspected (private/public)	Occupational Safety and Health Authority (OSHA) and OSH-ZNZ		
		Proportion of inspections made relative to total number of institutions	The indicator will be produced at the same disaggregation as above		Administrative	
5.	Trade disputes	Number of recorded disagreements between employers and employees	The indicator will be reported at the disaggregation of type of dispute, type of institution, status of resolution of dispute	CMA/ Disputes handling Unit (DHU)	Administrative	Quarterly
6.	Employment creation	Number of employment opportunities created	The indicator will be produced by disaggregation of type of institution, nature of employment (permanent/ temporary), profession required, duty station	PO-RALG, MoFP, PMO-LYED, Private sector, NBS/OCGS, PMO-LYED and POLEAI	Administrative	Annual
7.	Education, Training and Skills statistics	Number of trainings offered	The indicator will be produced by disaggregation of type of training (long/ short), specialization, location	Ministry of Education, TCU/Universities, VETA/VTA, NACTVET, PMO-LYED.	Administrative	Annual
		Number of graduates by professions	The indicator will be produced by disaggregation of year of graduation, sex of graduate, age, specialization, level of graduation (bachelor/ master/ PhD)	Ministry of Education TCU/Universities NACTVE	Administrative	Annual

No.	Area	Indicator	Description	Responsible Institution	Source of data	Frequency
8.	Skills mismatch	Number of vacancies with skills mismatch	The indicator will be produced by disaggregation of type of institution (public/ private)	MDAs	Administrative	Annual
9.	Skills gap	Skills gap	The indicator will be measured as a percentage of vacancies to available candidates. It will be produced by disaggregation of profession, level of education, type of institution (public/ private)	NBS/OCGS PMO-LYED /POLEAI (National Manpower Survey)	Survey	Bi-annual
10.	Job seekers	Number of Job seekers	The indicator will be measured by disaggregation of sex, age, profession, duration of seeking job, location	Employment Agencies/TaESA and POLEAI	Administrative	Quarterly
11.	Carrier guidance training	Number of trainings offered to job seekers	The indicator will be produced by disaggregation of sex, age, area of profession	Employment Agencies/ TaESA and POLEAI	Survey and Administrative	Annual
12.	Job vacancies	Number of job vacancies announced from employers	The indicator will be produced by disaggregation of type of institution (public/ private), required profession, duty station	Employment Agencies/TaESA and POLEAI	Administrative	Quarterly
13	Migrant Workers	Number of migrant workers	The indicator will be produced by disaggregation of sex, age, occupation, education level	Employment Agencies/TaESA and POLEAI	Administrative	Migrant Workers

