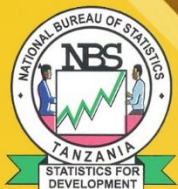




THE UNITED REPUBLIC OF TANZANIA

# TANZANIA FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY

## 2023/24 ANALYTICAL REPORT



July, 2025







**The United Republic of Tanzania**

# **TANZANIA FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2023/24**

## **ANALYTICAL REPORT**

**Ministry of Finance**

**National Bureau of Statistics**

**Tanzania**

**and**

**Presidents' Office - Finance and Planning**

**Office of the Chief Government Statistician**

**Zanzibar**

**July, 2025**





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## Foreword

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

The main objective of this survey is to provide information relating to status of employment and earnings in the country across diverse sectors of the economy. The Survey is designed to provide estimates of the labour market indicators to facilitate policy formulation, planning and estimating the contribution of various sectors to the Gross Domestic Product (GDP).

This report is the only reliable source of information showing the distribution of income and number of employees, as well as newly recruited workers and job vacancies in the formal sector of employment at regional level. Results of this Survey provides valuable and evidence-based insights for planners, policy makers, researchers and other users dealing with employment and related issues.

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

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

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



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## Executive Summary

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

### Employment Profile

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

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

### **Wage Rates Profile**

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

### **Cash Earnings Profile**

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

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

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

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

### **Annual Wage Bill Profile**

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

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

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

### **Newly Recruited Workers**

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

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

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

### **Job Vacancies**

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

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

## Key Findings

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

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

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

## Trends of Selected Employment and Earnings Indicators; Mainland Tanzania

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

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

### Trends of Selected Employment and Earnings Indicators; Tanzania Zanzibar

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

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

## List of Abbreviations

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

## CHAPTER ONE

### Concepts, Definitions and Survey Methodology

#### 1.1 Introduction

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

#### 1.2 Background

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

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

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

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

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

### **1.3 Objectives of the Survey**

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

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

### **1.4 Scope**

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

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

## 1.5 Concepts and Definitions

### 1.5.1 Employee/Worker

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

### 1.5.2 Regular Employee

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

### 1.5.3 Temporary Employees

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

### 1.5.4 Casual Workers

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

### 1.5.5 Youth

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

### 1.5.6 Wage Rate

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

### 1.5.7 Cash Earnings

The term cash earnings refer to the remuneration in cash paid to employees, for the time worked or work done before any deductions are made, such as employers' contribution to social security or pension fund. They include payment for time not worked such as annual vacation and other paid leave, other guaranteed and regular

paid allowances, payment for overtime work and house-rent paid directly by the employer.

### **1.5.8 Annual Wage-Bill**

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

### **1.5.9 Free Housing**

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

### **1.5.10 Paid Leave**

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

### **1.5.11 Maternity Leave**

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

### **1.5.12 Free Ration**

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

### **1.5.13 Social Security Fund**

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

#### **1.5.14 Public Sector**

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

#### **1.5.15 Private Sector**

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

#### **1.5.16 Establishment**

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

#### **1.5.17 Industrial Classification**

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

##### **i. Agriculture, Forestry and Fishing**

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

##### **ii. Mining and Quarrying**

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

### **iii. Manufacturing**

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

### **iv. Electricity, Gas, Steam and Air Conditioning Supply**

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

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

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

### **vi. Construction**

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

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

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

#### **viii. Transportation and Storage**

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

#### **ix. Accommodation, Food and Beverage Service Activities**

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

#### **x. Information and Communication**

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

#### **xi. Financial and Insurance Activities**

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

#### **xii. Real Estate Activities**

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

#### **xiii. Professional, Scientific and Technical Activities**

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

#### **xiv. Administrative and Support Service Activities**

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

#### **xv. Public Administration and Defence; Compulsory Social Security**

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

#### **xvi. Education**

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

#### **xvii. Human Health and Social Work Activities**

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

#### **xviii. Arts, Entertainment and Recreation**

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

#### **xix. Other Service Activities**

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

#### **xx. Activities of Households as Employers; Undifferentiated Goods and Services**

##### **Producing Activities of Households for Own Use**

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

#### **xxi. Activities of Extraterritorial Organizations and Bodies**

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

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

### **1.6.1 The Sample Design**

The 2023/24 Employment and Earnings Survey is an establishment-based survey which covered a total of 16,079 from a frame of 89,473 establishments.

### **1.6.1.1 Mainland Tanzania**

The 2023/24 Employment and Earnings Survey is an establishment-based survey which covered a total of 14,307 from a frame of 87,556 establishments. The frame consisted of all public establishments and a sample of private establishments employing at least 5 persons. As in previous surveys, the sampling unit of this survey is an establishment which is defined as a legal economic entity engaging itself in one main kind of economic activity at a fixed location.

The 2023/24 EES covered formal establishments in both private and public sectors in Mainland Tanzania in such a way that they formed a representative sample, reflecting the level and magnitude of the economic activities within their respective industrial groups. The 2023/24 EES sample was based on a sampling frame obtained from the Statistical Business Register (SBR) developed and maintained by NBS. The existing sampling frame was developed on the basis of International Standard Industrial Classification Revision 4 (ISIC Rev.4).

The survey covered all public sector establishments and private sector establishments with at least 50 employees. Furthermore, the survey covered a sample of private establishments employing 5 to 49 persons. The sampling for this group involved stratifying establishments into those with 5 to 9 employees and those with 10 to 49 employees. Establishments in these strata were further stratified on the basis of their economic activities and ultimately a single stage sampling technique was used to derive representative establishments from each activity using probability proportion to size (PPS). The survey did not cover; activities of households as employers, members of the foreign diplomatic missions, corporation and international aid organizations stationed in Tanzania and members of armed forces.

#### **1.6.1.1.1 Weight**

The weights for the strata were calculated by using the simple expression denoted as:  
 $\text{Weight} = N/n$

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

n = Number of establishments that responded

### 1.6.1.2 Tanzania Zanzibar

The 2023/24 Employment and Earnings Survey visited all public establishments and a number of formal private establishments obtained from the Census for Registered Establishments (CRE) conducted by the Office of the Chief Government Statistician. All 30 public establishments available in the frame with different categories of number of employees from 1-4, 5-9, 10-49 and 50+ were enumerated marking 100 percent coverage. In addition, 1,742 formal private establishments out of 1,887 targeted responded equal to 92.3 percentage coverage.

### 1.6.2 Data Collection

Survey data were collected using Computer Assisted Personal Interview (CAPI). The data collected include; basic information of the establishments, characteristics of regular and casual employees, number of newly recruited workers and job vacancies. The survey was undertaken between February 2025 and May 2025 for Mainland Tanzania while it is conducted between August 2024 and October 2024 for Tanzania Zanzibar.

### 1.6.3 The Response Status

Response rates for 2023/24 EES were computed based on the number of selected establishments and the number of establishments that actually responded to the survey. Out of 15,810 selected establishments in Mainland Tanzania, response rate was 90.5 percent (14,307 establishments). However, out of 1,917 available establishments in Tanzania Zanzibar, response rate was 92.4 percent (1,772 establishments). The summary of response rates for both public and private sector is given in the Table 1.1.

**Table 1.1: Number of Establishments and Response Rates by Employment Size and Sector; Tanzania, 2023/24 EES**

| Sector  | Employment Size | TZM                      |           |               | ZNZ                     |           |               |
|---------|-----------------|--------------------------|-----------|---------------|-------------------------|-----------|---------------|
|         |                 | Number of Establishments |           | Response rate | Number of Establishment |           | Response rate |
|         |                 | Selected                 | Responded |               | Available               | Responded |               |
| Private | 1 – 4*          |                          |           |               | 438                     | 389       | 88.8          |
|         | 5 - 9           | 5,561                    | 5,358     | 96.3          | 554                     | 469       | 84.7          |
|         | 10 - 49         | 4,454                    | 3,249     | 72.9          | 762                     | 750       | 98.4          |
|         | 50+             | 1,511                    | 1,416     | 93.7          | 133                     | 134       | 100.8         |
|         | Sub Total       | 11,526                   | 10,023    | 87.0          | 1,887                   | 1,742     | 92.3          |
|         |                 |                          |           |               |                         |           |               |

| Sector      | Employment Size | TZM                      |           |               | ZNZ                     |           |               |
|-------------|-----------------|--------------------------|-----------|---------------|-------------------------|-----------|---------------|
|             |                 | Number of Establishments |           | Response rate | Number of Establishment |           | Response rate |
|             |                 | Selected                 | Responded |               | Available               | Responded |               |
| Public      | 1 – 4*          |                          |           |               | 1                       | 1         | 100.0         |
|             | 5 - 9           | 1,375                    | 1,375     | 100.0         | 4                       | 4         | 100.0         |
|             | 10 - 49         | 1,476                    | 1,476     | 100.0         | 2                       | 2         | 100.0         |
|             | 50+             | 1,433                    | 1,433     | 100.0         | 23                      | 23        | 100.0         |
|             | Sub Total       | 4,284                    | 4,284     | 100.0         | 30                      | 30        | 100.0         |
| Grand Total |                 | 15,810                   | 14,307    | 90.5          | 1,917                   | 1,772     | 92.4          |

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

## CHAPTER TWO

### Employment Profile

#### 2.1 Introduction

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

This chapter analyses characteristics of employment in the formal sector in Tanzania in terms of sector, employment category, disability status, age groups, citizenship, industry and region. This information provides a platform for monitoring implementation of various employment programs and strategies at national and regional level. These include the National Five -Year Development Plan III (2021/22 - 2025/26), Tanzania Vision 2025, Sustainable Development Goals 2030 particularly goal number 8, the East African Community (EAC) Vision 2050 and the African Development Agenda 2063.

#### 2.2 Sector of Employment.

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

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

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

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

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

#### Key Message

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

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

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

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

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

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

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

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

## 2.3 Employment and Disability

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

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

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

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

### Key Message

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Youth male employees accounted for a larger share of employment in the private profit-making institutions (42.6 percent) compared to females (27.8 percent). Relatively, a larger proportion of youth male employees is also observed in central and local governments with 11.3 percent of total youth employees compared to 9.2 percent of youth female employees.

## 2.5 Regular Employment by Citizenship and Sector

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

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

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

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

### Key Message

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

## 2.6 Employment by Industry and Category of Employment

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

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

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

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

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

### Key Message

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

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

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

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

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

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

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

## 2.8 Employment by Industry and Sector

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

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

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

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

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

## 2.9 Industry of Employment

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

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

| Industry                                                             | URT  |        |       | TZM  |        |       | ZNZ  |        |       |
|----------------------------------------------------------------------|------|--------|-------|------|--------|-------|------|--------|-------|
|                                                                      | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing                                    | 5.2  | 3.9    | 4.7   | 5.2  | 4.0    | 4.7   | 2.5  | 1.4    | 2.0   |
| Mining and quarrying                                                 | 2.8  | 0.5    | 1.9   | 2.9  | 0.5    | 1.9   | 0.5  | 0.3    | 0.4   |
| Manufacturing                                                        | 18.3 | 16.5   | 17.6  | 18.6 | 16.9   | 17.9  | 4.9  | 1.0    | 3.1   |
| Electricity, gas, steam and air conditioning supply                  | 0.8  | 0.5    | 0.7   | 0.7  | 0.5    | 0.7   | 1.5  | 0.4    | 1.0   |
| Water supply; sewage, waste management and remediation activities    | 0.8  | 0.5    | 0.7   | 0.7  | 0.5    | 0.6   | 4.4  | 3.1    | 3.8   |
| Construction                                                         | 3.8  | 1.6    | 2.9   | 3.7  | 1.6    | 2.9   | 8.0  | 0.9    | 4.6   |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 9.1  | 6.2    | 8.0   | 9.3  | 6.4    | 8.1   | 2.8  | 1.4    | 2.2   |
| Transportation and storage                                           | 4.3  | 1.9    | 3.3   | 4.3  | 1.8    | 3.4   | 3.0  | 2.2    | 2.6   |
| Accommodation and food service activities                            | 5.8  | 12.9   | 8.6   | 5.5  | 12.9   | 8.4   | 22.2 | 14.3   | 18.4  |
| Information and communication                                        | 1.4  | 0.9    | 1.2   | 1.4  | 1.0    | 1.2   | 1.3  | 0.8    | 1.0   |

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

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

## 2.10 Regular Employment, Citizenship and Industry

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

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

| Industry                                                          | URT                       |                               |       | TZM                       |                               |       | ZNZ                       |                               |       |
|-------------------------------------------------------------------|---------------------------|-------------------------------|-------|---------------------------|-------------------------------|-------|---------------------------|-------------------------------|-------|
|                                                                   | Regular citizen employees | Regular non-citizen employees | Total | Regular citizen employees | Regular non-citizen employees | Total | Regular citizen employees | Regular non-citizen employees | Total |
| Agriculture, forestry and fishing                                 | 3.5                       | 2.8                           | 3.5   | 3.5                       | 2.9                           | 3.5   | 1.3                       | 0.0                           | 1.3   |
| Mining and quarrying                                              | 2.1                       | 6.7                           | 2.1   | 2.1                       | 6.9                           | 2.1   | 0.1                       | 0.0                           | 0.1   |
| Manufacturing                                                     | 16.3                      | 32.7                          | 16.4  | 16.6                      | 33.9                          | 16.7  | 1.2                       | 1.0                           | 1.2   |
| Electricity, gas, steam and air conditioning supply               | 0.7                       | 0.1                           | 0.7   | 0.7                       | 0.1                           | 0.7   | 1.0                       | 0.0                           | 1.0   |
| Water supply; sewage, waste management and remediation activities | 0.7                       | 1.3                           | 0.7   | 0.6                       | 1.3                           | 0.6   | 4.1                       | 0.0                           | 4.1   |
| Construction                                                      | 1.6                       | 4.2                           | 1.7   | 1.6                       | 3.9                           | 1.6   | 3.0                       | 13.9                          | 3.1   |

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

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

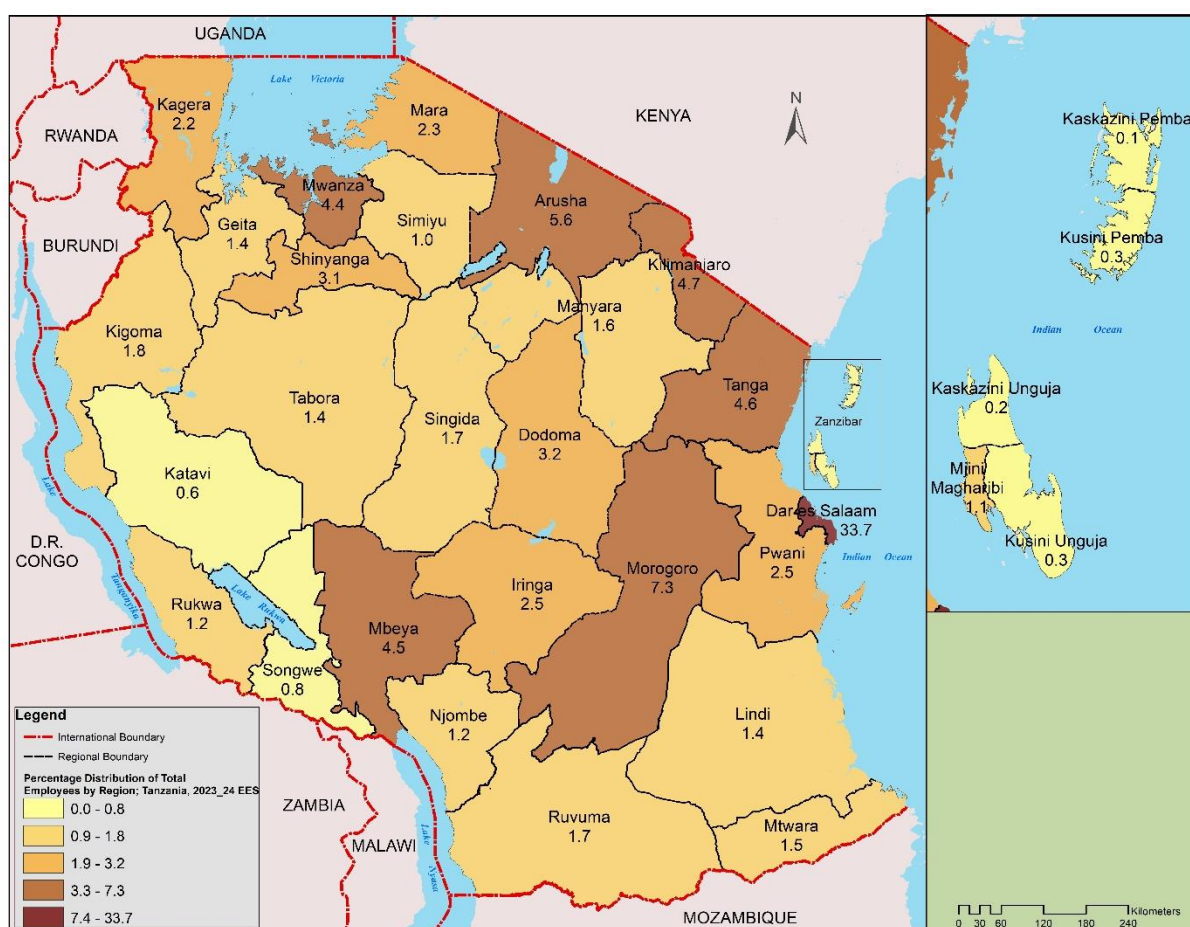
## 2.11 Employment by Region and Sector

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

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

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

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



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

## 2.12 Category of Employment by Region

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

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

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

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

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

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

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

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

### 2.13 Employment in Private and Public Sectors by Region

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

**Table 2.12: Percentage Distribution of Total Employees by Sector, Region and Age Group; Tanzania, 2023/24 EES**

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

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

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

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

## CHAPTER THREE

### Monthly Wage Rate Profile

#### 3.1 Introduction

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

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

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

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

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

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

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

### Key Message

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

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

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

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

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

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

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

#### **Key Message**

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

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

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

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

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

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

### 3.5 Monthly Wage Rate for Employees with Temporary Contract by Sex

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

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

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

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

### 3.6 Monthly Wage Rate for Employees with Permanent Contract by Industry

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

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

| Place of Residence | Industry                                                             | Up to 140,000 | 140,001 - 199,999 | 200,000 - 299,999 | 300,000 - 399,999 | 400,000 - 499,999 | 500,000 - 599,999 | 600,000 - 699,999 | Above 700,000  | Total            |
|--------------------|----------------------------------------------------------------------|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------|------------------|
| URT                | Agriculture, forestry and fishing                                    | 3.3           | 33.0              | 17.6              | 9.2               | 5.8               | 2.9               | 3.4               | 24.8           | 100.0            |
|                    | Mining and quarrying                                                 | 0.0           | 0.3               | 1.3               | 24.7              | 24.6              | 14.3              | 8.8               | 26.0           | 100.0            |
|                    | Manufacturing                                                        | 1.8           | 24.9              | 11.4              | 15.2              | 11.3              | 8.3               | 6.2               | 20.9           | 100.0            |
|                    | Electricity, gas, steam and air conditioning supply                  | 0.1           | 0.0               | 0.1               | 0.4               | 12.7              | 18.5              | 17.2              | 50.9           | 100.0            |
|                    | Water supply; sewage, waste management and remediation activities    | 0.7           | 9.0               | 0.8               | 8.9               | 10.2              | 9.7               | 6.2               | 54.5           | 100.0            |
|                    | Construction                                                         | 1.5           | 0.3               | 3.6               | 13.9              | 9.8               | 9.5               | 11.8              | 49.6           | 100.0            |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 2.2           | 8.3               | 18.4              | 21.3              | 11.0              | 14.7              | 5.3               | 18.8           | 100.0            |
|                    | Transportation and storage                                           | 1.5           | 0.5               | 2.5               | 16.3              | 12.7              | 22.3              | 12.3              | 31.9           | 100.0            |
|                    | Accommodation and food service activities                            | 12.6          | 20.9              | 17.9              | 19.1              | 8.1               | 6.8               | 3.6               | 10.9           | 100.0            |
|                    | Information and communication                                        | 1.0           | 0.4               | 4.9               | 11.2              | 14.1              | 15.4              | 7.7               | 45.3           | 100.0            |
|                    | Financial and insurance activities                                   | 0.1           | 0.2               | 0.8               | 2.7               | 3.5               | 2.4               | 20.8              | 69.5           | 100.0            |
|                    | Real estate activities                                               | 3.1           | 4.2               | 8.9               | 13.2              | 9.9               | 6.1               | 5.2               | 49.5           | 100.0            |
|                    | Professional, scientific and technical activities                    | 1.1           | 0.3               | 0.6               | 5.7               | 4.3               | 11.7              | 4.4               | 71.8           | 100.0            |
|                    | Administrative and support service activities                        | 15.2          | 18.9              | 22.1              | 16.7              | 13.8              | 5.0               | 2.7               | 5.6            | 100.0            |
|                    | Public administration and defense; compulsory social security        | 0.1           | 0.0               | 0.0               | 6.5               | 9.6               | 14.2              | 13.3              | 56.2           | 100.0            |
|                    | Education                                                            | 0.3           | 0.8               | 2.2               | 3.2               | 9.0               | 11.9              | 13.5              | 59.1           | 100.0            |
|                    | Human Health and social work activities                              | 2.8           | 3.1               | 3.3               | 7.5               | 8.2               | 10.8              | 11.1              | 53.3           | 100.0            |
|                    | Arts, entertainment and recreation                                   | 5.4           | 0.4               | 40.5              | 8.2               | 6.4               | 3.9               | 12.9              | 22.3           | 100.0            |
|                    | Other service activities                                             | 10.3          | 10.2              | 16.6              | 16.5              | 10.5              | 9.2               | 3.0               | 23.6           | 100.0            |
|                    | <b>Total</b>                                                         | <b>54,805</b> | <b>171,882</b>    | <b>149,105</b>    | <b>226,462</b>    | <b>223,239</b>    | <b>252,597</b>    | <b>230,164</b>    | <b>967,291</b> | <b>2,275,546</b> |
| TZM                | Agriculture, forestry and fishing                                    | 3.4           | 33.5              | 17.9              | 9.1               | 5.5               | 2.5               | 3.3               | 24.8           | 100.0            |
|                    | Mining and quarrying                                                 | 0.0           | 0.3               | 1.3               | 24.7              | 24.6              | 14.3              | 8.8               | 26.0           | 100.0            |
|                    | Manufacturing                                                        | 1.8           | 24.9              | 11.4              | 15.2              | 11.3              | 8.3               | 6.2               | 20.9           | 100.0            |
|                    | Electricity, gas, steam and air conditioning supply                  | 0.1           | 0.0               | 0.1               | 0.4               | 13.2              | 19.2              | 17.3              | 49.6           | 100.0            |
|                    | Water supply; sewage, waste management and remediation activities    | 0.8           | 10.5              | 0.9               | 5.4               | 9.6               | 8.5               | 5.9               | 58.4           | 100.0            |
|                    | Construction                                                         | 1.5           | 0.3               | 3.6               | 13.5              | 9.8               | 9.1               | 11.8              | 50.2           | 100.0            |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 2.2           | 8.4               | 18.5              | 21.2              | 11.0              | 14.7              | 5.3               | 18.7           | 100.0            |

| Place of Residence | Industry                                                             | Up to 140,000 | 140,001 - 199,999 | 200,000 - 299,999 | 300,000 - 399,999 | 400,000 - 499,999 | 500,000 - 599,999 | 600,000 - 699,999 | Above 700,000  | Total            |
|--------------------|----------------------------------------------------------------------|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------|------------------|
|                    | Transportation and storage                                           | 1.5           | 0.5               | 2.6               | 16.5              | 12.8              | 22.7              | 12.3              | 31.0           | 100.0            |
|                    | Accommodation and food service activities                            | 12.9          | 21.3              | 18.2              | 18.5              | 8.1               | 6.7               | 3.5               | 10.9           | 100.0            |
|                    | Information and communication                                        | 1.0           | 0.4               | 5.0               | 11.3              | 14.2              | 15.6              | 7.6               | 44.8           | 100.0            |
|                    | Financial and insurance activities                                   | 0.1           | 0.2               | 0.8               | 2.6               | 3.5               | 2.4               | 21.0              | 69.3           | 100.0            |
|                    | Real estate activities                                               | 3.1           | 4.2               | 9.0               | 13.3              | 10.0              | 6.2               | 5.2               | 49.0           | 100.0            |
|                    | Professional, scientific and technical activities                    | 1.2           | 0.3               | 0.6               | 5.8               | 4.3               | 11.7              | 4.1               | 72.0           | 100.0            |
|                    | Administrative and support service activities                        | 15.2          | 18.9              | 22.1              | 16.7              | 13.8              | 5.0               | 2.7               | 5.6            | 100.0            |
|                    | Public administration and defense; compulsory social security        | 0.1           | 0.0               | 0.0               | 6.4               | 9.6               | 14.2              | 13.4              | 56.2           | 100.0            |
|                    | Education                                                            | 0.3           | 0.8               | 2.2               | 3.1               | 9.0               | 11.9              | 13.7              | 58.9           | 100.0            |
|                    | Human Health and social work activities                              | 2.9           | 3.2               | 3.4               | 7.1               | 8.0               | 10.7              | 11.0              | 53.6           | 100.0            |
|                    | Arts, entertainment and recreation                                   | 5.5           | 0.4               | 41.6              | 8.1               | 6.2               | 3.4               | 12.9              | 22.0           | 100.0            |
|                    | Other service activities                                             | 10.3          | 10.2              | 16.6              | 16.5              | 10.5              | 9.2               | 3.0               | 23.6           | 100.0            |
|                    | <b>Total</b>                                                         | <b>54,518</b> | <b>171,740</b>    | <b>148,698</b>    | <b>220,273</b>    | <b>218,111</b>    | <b>247,178</b>    | <b>225,451</b>    | <b>940,587</b> | <b>2,226,557</b> |
| <b>ZNZ</b>         | Agriculture, forestry and fishing                                    | 0.0           | 0.0               | 0.0               | 13.0              | 21.8              | 30.0              | 10.1              | 25.1           | 100.0            |
|                    | Mining and quarrying                                                 | 0.0           | 0.0               | 60.0              | 20.0              | 0.0               | 0.0               | 0.0               | 20.0           | 100.0            |
|                    | Manufacturing                                                        | 0.3           | 0.7               | 5.6               | 10.1              | 11.5              | 12.9              | 4.2               | 54.5           | 100.0            |
|                    | Electricity, gas, steam and air conditioning supply                  | 0.0           | 0.0               | 0.0               | 0.0               | 0.0               | 0.0               | 15.0              | 85.0           | 100.0            |
|                    | Water supply; sewage, waste management and remediation activities    | 0.0           | 0.0               | 0.0               | 30.1              | 14.1              | 17.2              | 8.0               | 30.6           | 100.0            |
|                    | Construction                                                         | 0.0           | 0.0               | 0.0               | 32.1              | 9.1               | 25.5              | 12.8              | 20.5           | 100.0            |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 0.4           | 0.0               | 1.2               | 31.4              | 10.9              | 8.9               | 6.7               | 40.5           | 100.0            |
|                    | Transportation and storage                                           | 0.1           | 0.4               | 1.2               | 5.1               | 4.0               | 1.6               | 12.4              | 75.2           | 100.0            |
|                    | Accommodation and food service activities                            | 0.1           | 0.8               | 3.4               | 55.4              | 12.4              | 11.1              | 5.9               | 10.8           | 100.0            |
|                    | Information and communication                                        | 0.2           | 0.0               | 0.4               | 6.1               | 8.2               | 6.8               | 10.4              | 67.9           | 100.0            |
|                    | Financial and insurance activities                                   | 0.4           | 0.0               | 3.4               | 5.4               | 1.0               | 1.2               | 0.9               | 87.7           | 100.0            |
|                    | Real estate activities                                               | 0.0           | 0.0               | 0.0               | 0.0               | 5.4               | 5.4               | 6.5               | 82.6           | 100.0            |
|                    | Professional, scientific and technical activities                    | 0.4           | 0.0               | 0.1               | 3.1               | 5.9               | 11.2              | 12.3              | 67.0           | 100.0            |
|                    | Administrative and support service activities                        | 16.9          | 0.0               | 55.1              | 5.9               | 10.2              | 5.1               | 0.8               | 5.9            | 100.0            |

| Place of Residence | Industry                                                      | Up to 140,000 | 140,001 - 199,999 | 200,000 - 299,999 | 300,000 - 399,999 | 400,000 - 499,999 | 500,000 - 599,999 | 600,000 - 699,999 | Above 700,000 | Total         |
|--------------------|---------------------------------------------------------------|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|---------------|---------------|
|                    | Public administration and defense; compulsory social security | 0.0           | 0.0               | 0.0               | 10.5              | 9.9               | 10.7              | 12.5              | 56.5          | 100.0         |
|                    | Education                                                     | 1.4           | 0.6               | 1.1               | 6.7               | 10.5              | 10.0              | 7.2               | 62.7          | 100.0         |
|                    | Human Health and social work activities                       | 0.1           | 0.1               | 0.1               | 16.6              | 12.8              | 12.6              | 12.3              | 45.4          | 100.0         |
|                    | Arts, entertainment and recreation                            | 0.0           | 0.0               | 0.0               | 11.5              | 16.7              | 23.3              | 13.6              | 34.8          | 100.0         |
|                    | Other service activities                                      | 0.0           | 0.0               | 0.0               | 7.1               | 10.7              | 3.6               | 7.1               | 71.4          | 100.0         |
|                    | <b>Total</b>                                                  | <b>287</b>    | <b>142</b>        | <b>407</b>        | <b>6,189</b>      | <b>5,128</b>      | <b>5,419</b>      | <b>4,713</b>      | <b>26,704</b> | <b>48,989</b> |

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

#### Key Message

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

### 3.7 Monthly wage Rate for employee with Temporary Contract by Industry

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

| Place of Residence | Industry                                                             | Up to 140,000  | 140,001 - 199,999 | 200,000- 299,999 | 300,000- 399,999 | 400,000- 499,999 | 500,000- 599,999 | 600,000 - 699,999 | Above 700,000  | Total            |
|--------------------|----------------------------------------------------------------------|----------------|-------------------|------------------|------------------|------------------|------------------|-------------------|----------------|------------------|
| URT                | Agriculture, forestry and fishing                                    | 6.6            | 15.0              | 10.3             | 17.0             | 11.1             | 3.5              | 4.3               | 32.2           | 100.0            |
|                    | Mining and quarrying                                                 | 29.8           | 16.0              | 8.3              | 9.6              | 5.0              | 5.0              | 11.0              | 15.3           | 100.0            |
|                    | Manufacturing                                                        | 5.0            | 40.0              | 19.0             | 13.0             | 6.5              | 3.6              | 3.4               | 9.5            | 100.0            |
|                    | Electricity, gas, steam and air conditioning supply                  | 0.0            | 0.2               | 19.7             | 6.2              | 11.2             | 9.7              | 16.6              | 36.4           | 100.0            |
|                    | Water supply; sewage, waste management and remediation activities    | 5.9            | 17.9              | 12.8             | 32.6             | 4.4              | 10.0             | 1.2               | 15.1           | 100.0            |
|                    | Construction                                                         | 1.9            | 3.6               | 4.8              | 16.2             | 10.4             | 13.1             | 17.1              | 32.9           | 100.0            |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 8.2            | 11.5              | 28.8             | 18.3             | 7.7              | 4.1              | 2.7               | 18.7           | 100.0            |
|                    | Transportation and storage                                           | 4.5            | 7.2               | 4.7              | 8.1              | 4.0              | 48.2             | 2.3               | 20.9           | 100.0            |
|                    | Accommodation and food service activities                            | 26.0           | 21.1              | 18.5             | 10.3             | 8.6              | 2.0              | 1.1               | 12.3           | 100.0            |
|                    | Information and communication                                        | 2.4            | 10.6              | 5.5              | 26.5             | 16.5             | 21.0             | 4.1               | 13.3           | 100.0            |
|                    | Financial and insurance activities                                   | 1.2            | 10.9              | 15.7             | 10.5             | 7.0              | 9.6              | 15.5              | 29.6           | 100.0            |
|                    | Real estate activities                                               | 0.2            | 0.7               | 3.4              | 30.3             | 7.8              | 7.2              | 0.3               | 50.1           | 100.0            |
|                    | Professional, scientific and technical activities                    | 4.0            | 0.6               | 12.9             | 10.5             | 3.2              | 4.6              | 9.9               | 54.3           | 100.0            |
|                    | Administrative and support service activities                        | 20.2           | 13.3              | 41.2             | 4.6              | 3.6              | 6.4              | 3.5               | 7.2            | 100.0            |
|                    | Public administration and defense; compulsory social security        | 0.4            | 0.7               | 0.3              | 30.9             | 12.8             | 8.8              | 10.3              | 35.9           | 100.0            |
|                    | Education                                                            | 3.6            | 7.4               | 17.4             | 21.6             | 14.1             | 10.0             | 5.5               | 20.4           | 100.0            |
|                    | Human Health and social work activities                              | 2.9            | 8.4               | 14.7             | 21.1             | 11.3             | 10.1             | 6.0               | 25.5           | 100.0            |
|                    | Arts, entertainment and recreation                                   | 15.4           | 11.5              | 13.0             | 14.5             | 6.1              | 18.6             | 2.7               | 18.2           | 100.0            |
|                    | Other service activities                                             | 23.2           | 14.5              | 18.4             | 17.1             | 5.4              | 3.2              | 1.6               | 16.7           | 100.0            |
|                    | <b>Total</b>                                                         | <b>150,181</b> | <b>228,736</b>    | <b>262,950</b>   | <b>180,315</b>   | <b>100,457</b>   | <b>90,244</b>    | <b>51,523</b>     | <b>208,889</b> | <b>1,273,294</b> |
| TZM                | Agriculture, forestry and fishing                                    | 6.6            | 15.0              | 10.3             | 17.0             | 11.1             | 3.5              | 4.3               | 32.2           | 100.0            |
|                    | Mining and quarrying                                                 | 29.9           | 16.1              | 8.2              | 9.6              | 5.0              | 5.0              | 11.0              | 15.3           | 100.0            |
|                    | Manufacturing                                                        | 5.0            | 40.0              | 19.1             | 12.8             | 6.5              | 3.6              | 3.4               | 9.5            | 100.0            |
|                    | Electricity, gas, steam and air conditioning supply                  | -              | 0.2               | 19.7             | 6.2              | 11.2             | 9.7              | 16.6              | 36.4           | 100.0            |
|                    | Water supply; sewage, waste management and remediation activities    | 2.7            | 19.7              | 13.0             | 31.9             | 4.8              | 9.9              | 1.3               | 16.7           | 100.0            |
|                    | Construction                                                         | 2.1            | 3.9               | 5.2              | 12.6             | 10.2             | 13.5             | 18.1              | 34.4           | 100.0            |

| Place of Residence | Industry                                                             | Up to 140,000  | 140,001 - 199,999 | 200,000 - 299,999 | 300,000 - 399,999 | 400,000 - 499,999 | 500,000 - 599,999 | 600,000 - 699,999 | Above 700,000  | Total            |
|--------------------|----------------------------------------------------------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------|------------------|
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 8.2            | 11.6              | 28.9              | 18.1              | 7.6               | 4.1               | 2.7               | 18.8           | 100.0            |
|                    | Transportation and storage                                           | 4.5            | 7.3               | 4.8               | 7.5               | 3.9               | 48.8              | 2.3               | 20.9           | 100.0            |
|                    | Accommodation and food service activities                            | 27.7           | 22.6              | 19.6              | 7.2               | 7.7               | 1.6               | 0.8               | 12.8           | 100.0            |
|                    | Information and communication                                        | 2.4            | 11.0              | 5.1               | 26.5              | 16.4              | 21.5              | 4.0               | 13.1           | 100.0            |
|                    | Financial and insurance activities                                   | 1.0            | 11.0              | 16.0              | 10.5              | 7.0               | 9.7               | 15.2              | 29.5           | 100.0            |
|                    | Real estate activities                                               | 0.2            | 0.7               | 3.4               | 30.3              | 7.8               | 7.2               | 0.3               | 50.1           | 100.0            |
|                    | Professional, scientific and technical activities                    | 4.1            | 0.5               | 13.1              | 9.6               | 2.7               | 4.5               | 10.1              | 55.4           | 100.0            |
|                    | Administrative and support service activities                        | 20.3           | 13.3              | 41.3              | 4.4               | 3.6               | 6.5               | 3.5               | 7.2            | 100.0            |
|                    | Public administration and defense; compulsory social security        | 0.2            | 0.6               | 0.3               | 30.2              | 13.0              | 8.9               | 10.4              | 36.4           | 100.0            |
|                    | Education                                                            | 2.9            | 7.1               | 17.1              | 21.4              | 14.4              | 10.2              | 5.7               | 21.1           | 100.0            |
|                    | Human Health and social work activities                              | 2.8            | 8.5               | 14.8              | 21.0              | 11.1              | 10.1              | 6.0               | 25.7           | 100.0            |
|                    | Arts, entertainment and recreation                                   | 15.5           | 11.5              | 13.0              | 14.2              | 6.0               | 18.7              | 2.7               | 18.4           | 100.0            |
|                    | Other service activities                                             | 23.2           | 14.5              | 18.5              | 17.1              | 5.4               | 3.2               | 1.6               | 16.6           | 100.0            |
|                    | <b>Total</b>                                                         | <b>148,324</b> | <b>227,662</b>    | <b>260,486</b>    | <b>168,130</b>    | <b>96,343</b>     | <b>88,412</b>     | <b>50,324</b>     | <b>206,819</b> | <b>1,246,499</b> |
| <b>ZNZ</b>         | Agriculture, forestry and fishing                                    | 0.0            | 0.0               | 0.0               | 10.0              | 0.0               | 90.0              | 0.0               | 0.0            | 100.0            |
|                    | Mining and quarrying                                                 | 0.0            | 3.6               | 57.1              | 32.1              | 5.4               | 1.8               | 0.0               | 0.0            | 100.0            |
|                    | Manufacturing                                                        | 1.4            | 2.5               | 9.2               | 63.1              | 5.1               | 6.2               | 8.3               | 4.1            | 100.0            |
|                    | Electricity, gas, steam and air conditioning supply                  | 0.0            | 0.0               | 0.0               | 0.0               | 0.0               | 0.0               | 0.0               | 0.0            | 0.0              |
|                    | Water supply; sewage, waste management and remediation activities    | 37.4           | 0.0               | 11.4              | 39.5              | 0.9               | 10.7              | 0.0               | 0.0            | 100.0            |
|                    | Construction                                                         | 0.2            | 0.0               | 0.1               | 63.8              | 12.6              | 7.9               | 3.0               | 12.5           | 100.0            |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 3.1            | 3.2               | 11.2              | 57.9              | 12.1              | 5.9               | 2.8               | 3.8            | 100.0            |
|                    | Transportation and storage                                           | 2.4            | 0.0               | 1.9               | 58.7              | 6.9               | 5.3               | 3.9               | 20.9           | 100.0            |
|                    | Accommodation and food service activities                            | 1.4            | 1.0               | 2.5               | 54.3              | 22.0              | 7.5               | 5.2               | 6.0            | 100.0            |
|                    | Information and communication                                        | 2.3            | 0.0               | 16.3              | 28.1              | 19.8              | 6.5               | 6.5               | 20.5           | 100.0            |
|                    | Financial and insurance activities                                   | 11.1           | 2.5               | 2.0               | 9.0               | 6.6               | 3.7               | 30.7              | 34.4           | 100.0            |
|                    | Real estate activities                                               | 0.0            | 0.0               | 0.0               | 0.0               | 0.0               | 0.0               | 0.0               | 100.0          | 100.0            |
|                    | Professional, scientific and technical activities                    | 0.9            | 3.4               | 6.4               | 43.4              | 20.9              | 6.8               | 5.5               | 12.8           | 100.0            |

| Place of Residence | Industry                                                      | Up to 140,000 | 140,001 - 199,999 | 200,000 - 299,999 | 300,000 - 399,999 | 400,000 - 499,999 | 500,000 - 599,999 | 600,000 - 699,999 | Above 700,000 | Total         |
|--------------------|---------------------------------------------------------------|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|---------------|---------------|
|                    | Administrative and support service activities                 | 2.7           | 5.1               | 29.5              | 46.6              | 6.6               | 3.1               | 0.6               | 5.7           | 100.0         |
|                    | Public administration and defense; compulsory social security | 7.7           | 3.3               | 0.8               | 59.5              | 4.6               | 1.6               | 5.5               | 17.0          | 100.0         |
|                    | Education                                                     | 17.2          | 12.4              | 22.9              | 25.6              | 7.7               | 4.6               | 3.1               | 6.5           | 100.0         |
|                    | Human Health and social work activities                       | 11.4          | 3.2               | 12.0              | 23.5              | 21.7              | 12.2              | 4.6               | 11.3          | 100.0         |
|                    | Arts, entertainment and recreation                            | 10.7          | 19.4              | 11.7              | 39.8              | 11.7              | 6.8               | 0.0               | 0.0           | 100.0         |
|                    | Other service activities                                      | 6.2           | 0.0               | 0.0               | 16.8              | 2.7               | 17.7              | 1.8               | 54.9          | 100.0         |
|                    | <b>Total</b>                                                  | <b>1,857</b>  | <b>1,074</b>      | <b>2,464</b>      | <b>12,185</b>     | <b>4,114</b>      | <b>1,832</b>      | <b>1,199</b>      | <b>2,070</b>  | <b>26,795</b> |

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

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

#### Key Message

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

## CHAPTER FOUR

### Cash Earnings Profile

#### 4.1 Introduction

Cash earnings include payments for time not worked, such as annual vacation and other payments of accumulated leave. It also includes other guaranteed and regular paid allowances, payments for overtime work and house-rent paid directly to employees. This chapter presents cash earnings profile of employees in the formal sector by different characteristics such as sex, industry and sector of employment.

#### 4.2 Monthly Average Cash Earnings by Sector.

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

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

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

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

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

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

### 4.3 Monthly Average Cash Earnings by Sub Sector.

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

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

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

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

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

#### 4.4 Monthly Average Cash Earnings by Category of Employment

The information in this section provides insights on monthly average cash earnings differentials by categories of employment, namely: - regular and casual employment. Generally, results in this section provide a basis for formulation of programmes to enhance working conditions for employees in different sectors.

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

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

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

#### 4.5 Monthly Average Cash Earnings of Employees by Industry.

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

**Table 4.4: Monthly Average Cash Earnings (TZS) per individual Employees by Industry and Sex; Tanzania, 2023/24 EES**

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

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

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

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

#### 4.6 Annual Cash Earnings of Employees by Sector.

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

**Figure 4.1: Percentage Distribution of Total Annual Cash Earnings by Sector; Tanzania, 2023/24 EES**

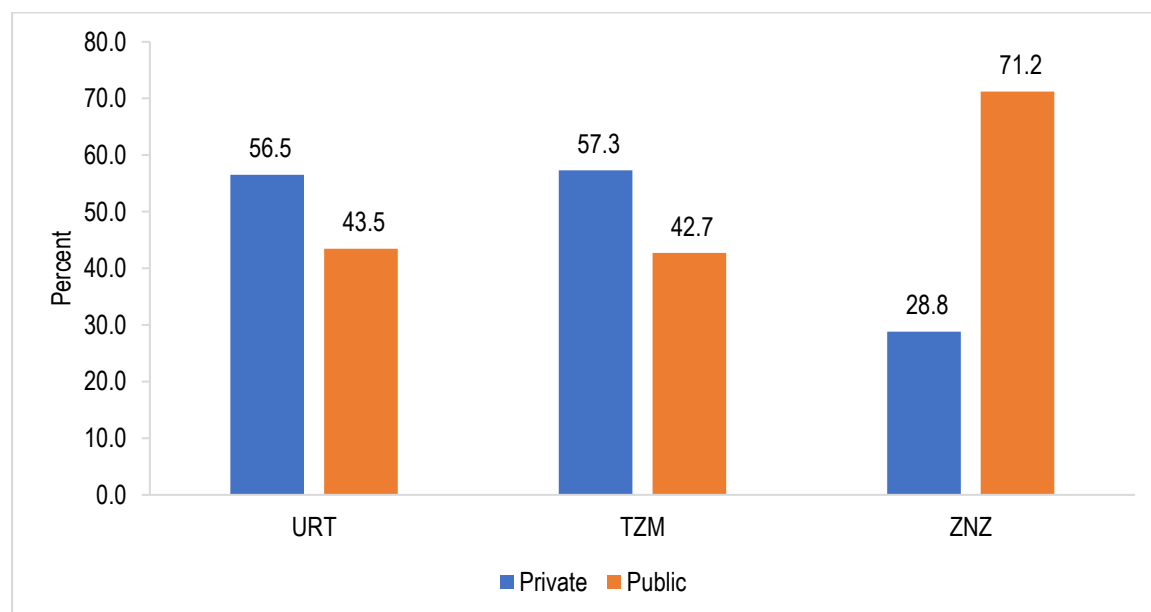


Figure 4.1 reveals that, generally private sector has the largest proportion of total annual cash earnings of employees in the formal sector compared to public sector. Contrarily, for Tanzania Zanzibar total annual cash earning of private sector is lower than that of the public sector.

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

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

**Table 4.5: Annual Cash Earnings of Employees by Industry (TZS Million); Tanzania, 2023/24 EES**

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

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

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

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

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

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

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

| Industry                 | URT               |                  |              | TZM               |                  |              | ZNZ               |                  |              |
|--------------------------|-------------------|------------------|--------------|-------------------|------------------|--------------|-------------------|------------------|--------------|
|                          | Regular Employees | Casual Employees | Total        | Regular Employees | Casual Employees | Total        | Regular Employees | Casual Employees | Total        |
| Other service activities | 2.5               | 0.3              | 2.8          | 2.6               | 0.3              | 2.9          | 0.2               | 0.0              | 0.2          |
| <b>Total</b>             | <b>96.4</b>       | <b>3.6</b>       | <b>100.0</b> | <b>96.4</b>       | <b>3.6</b>       | <b>100.0</b> | <b>97.6</b>       | <b>2.4</b>       | <b>100.0</b> |

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

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

## CHAPTER FIVE

### Annual Wage Bill Profile

#### 5.1 Introduction

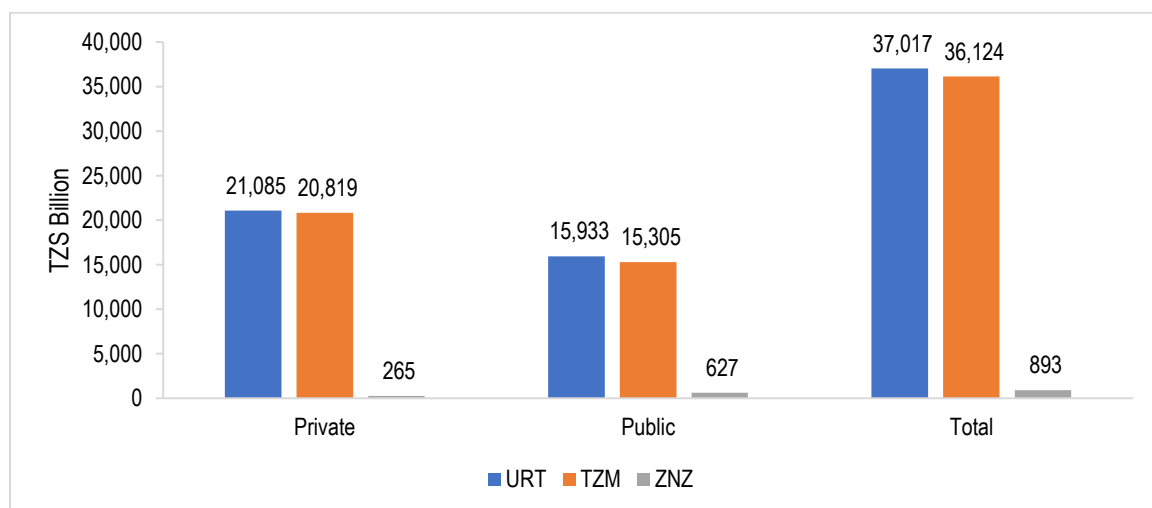
The wage bill is the total sum of gross wages of an establishment. The figures represent workers' claims for furnishing labour in production of goods or services on behalf of employers.

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

#### 5.2 Annual Wage Bill by Sector

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

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

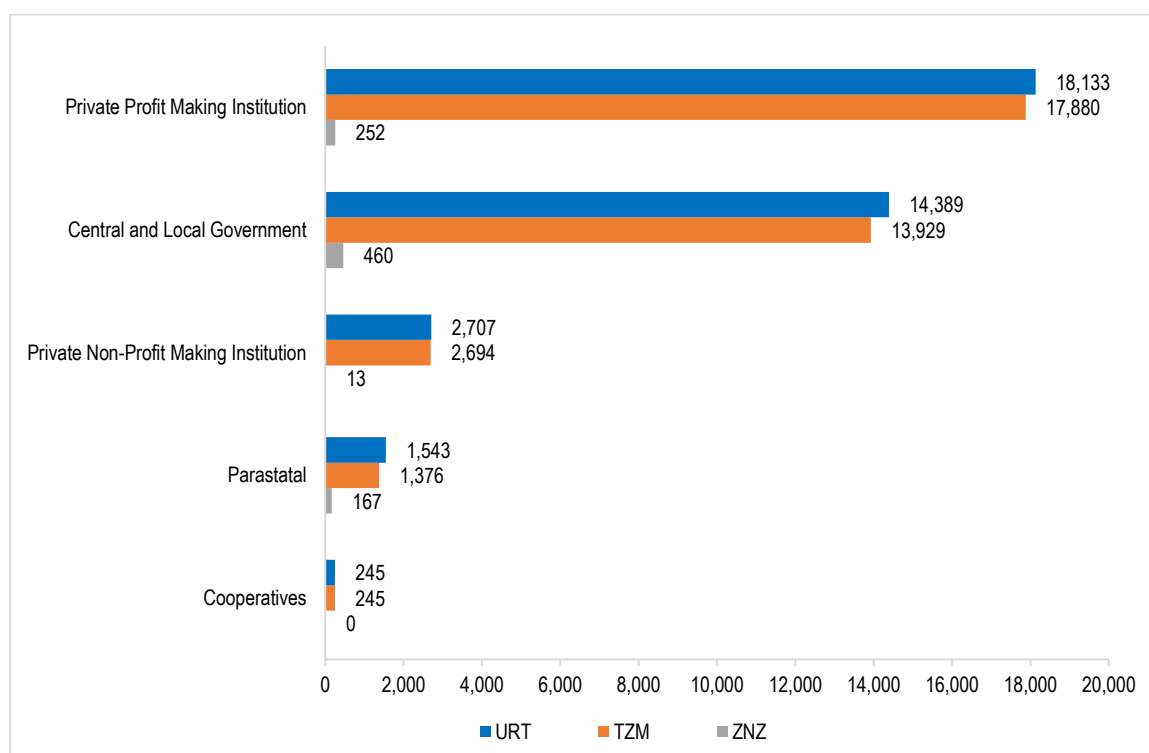


Results from Figure 5.1 indicate that the total annual wage bill for 2023/24 amounts to TZS 37,017 billion. The private sector accounts for the larger share, contributing TZS 21,085 billion while the public sector accounts for TZS 15,933 billion.

### 5.3 Annual Wage Bill by Sub-Sector

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

**Figure 5.2: Distribution of Annual Wage Bill (TZS billion) by Sub-Sector; Tanzania, 2023/24 EES**



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

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

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

#### 5.4 Annual Wage Bill by Industry

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

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

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

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

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

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

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

## 5.5 Annual Wage Bill by Region

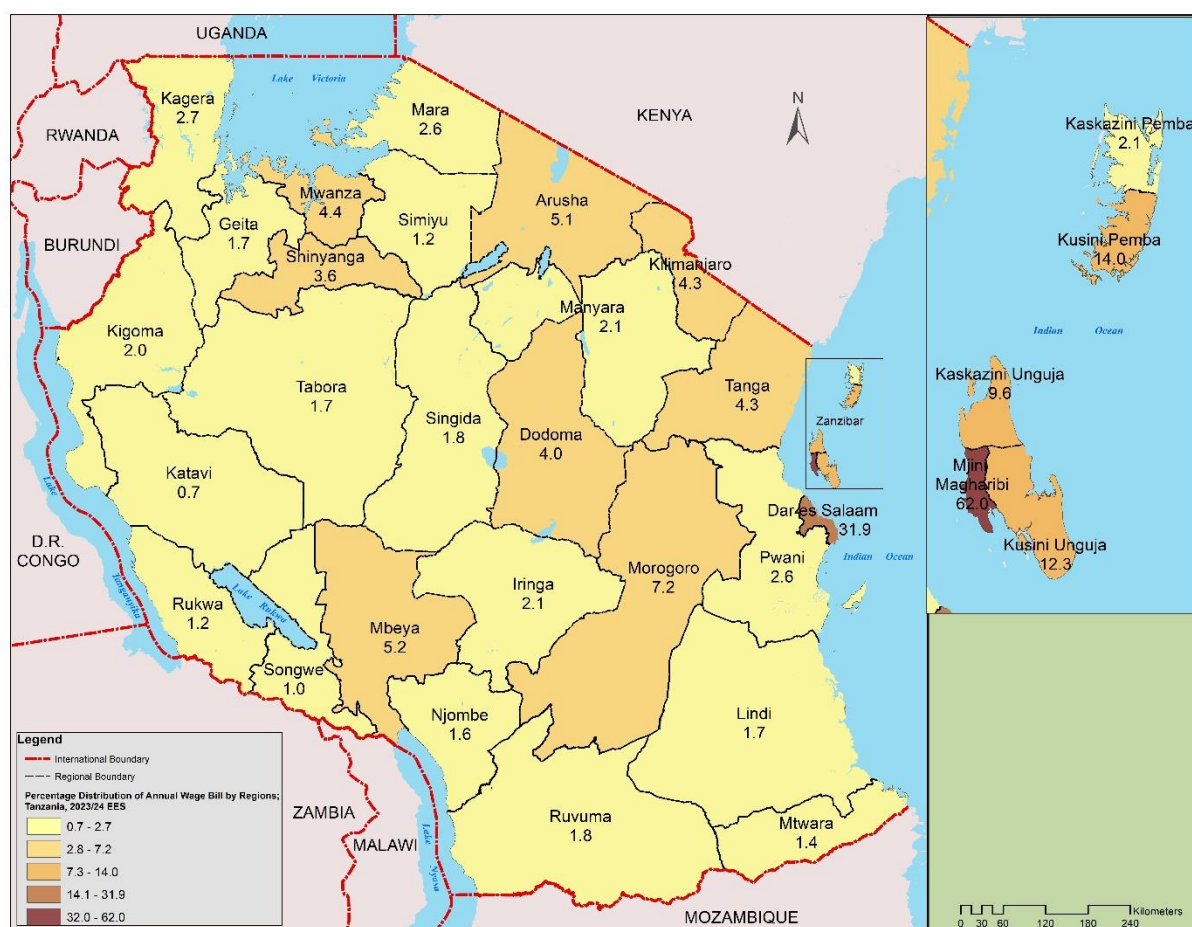
Distribution of Annual wage bill by region indicates variations of employers' cost in different regions. Normally, employers' cost has a significant bearing of the level of economic activities, therefore the analysis of the distribution of wage bill by region can provide an understanding of disparities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

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

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

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

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



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

## CHAPTER SIX

### Newly Recruited Workers

#### 6.1 Introduction

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

#### 6.2 Recruited Employees by Sector

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

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

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

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

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

### Key Message

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

## 6.3 Newly Recruited Workers by Occupations

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

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

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

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

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

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

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

#### Key Message

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

## 6.4 Newly Recruited Workers by Level of Education

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

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

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

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

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

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

#### Key Message

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

## 6.5 Employment Status for Newly Recruited Employees

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

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

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

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

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

## 6.6 Citizenship of Newly Recruited Workers

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

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

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

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

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

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

## 6.7 Newly Recruited Employees by Region

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

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

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

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

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

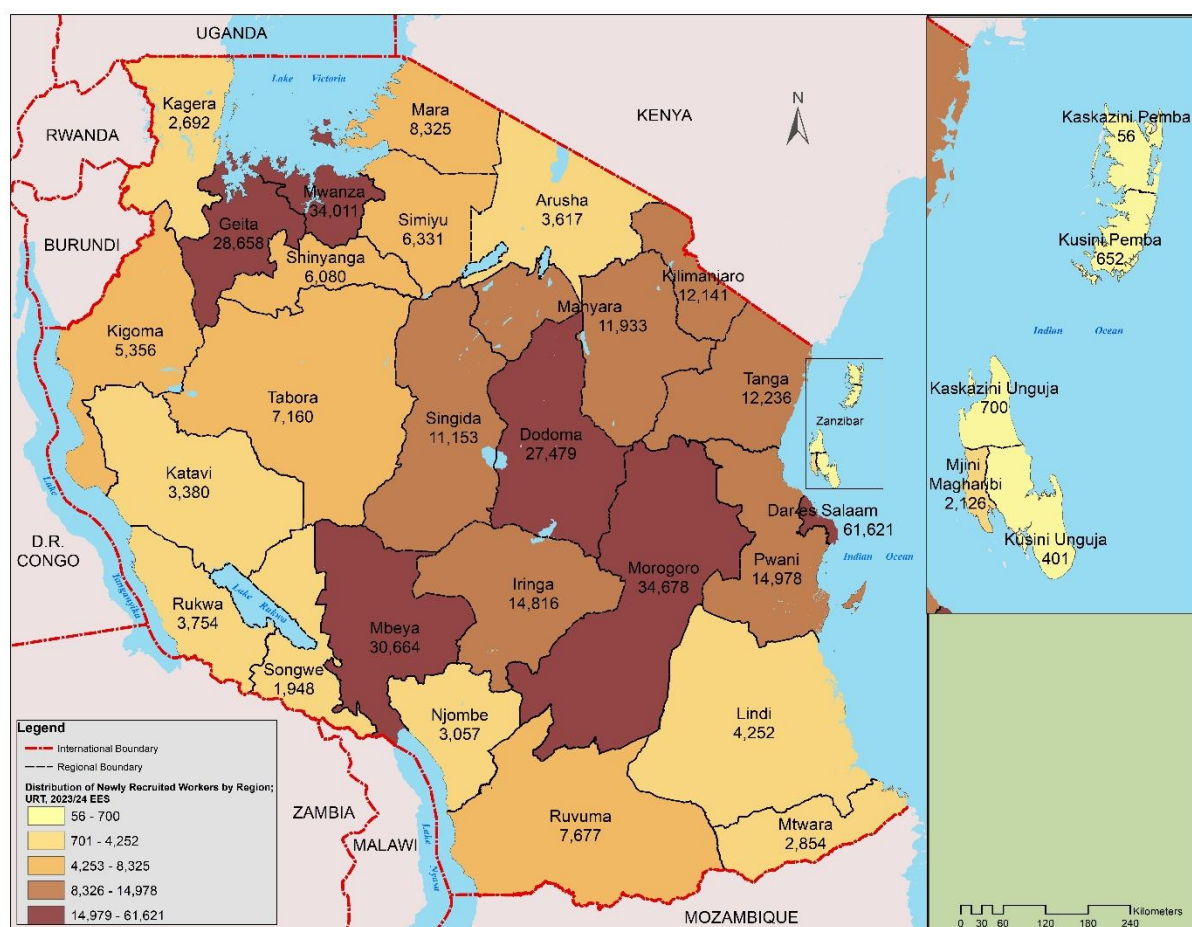


Table 6.6 and Map 6.1 shows that, the majority of newly recruited workers in 2023/24 EES were employed in Dar es Salaam Region 61,621 (16.9 percent) followed by Morogoro Region 134,678 (9.5 percent) and Mwanza Region 34,011 (9.3 percent). The main reasons for recruitment of large number of newly workers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

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

## 6.8 Newly Recruited Employees by Starting Salary

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

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

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

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

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

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

### Key Message

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

## 6.9 Newly Recruited Employees by Level of Education

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

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

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

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

**Key Message**

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

## CHAPTER SEVEN

### Job Vacancies

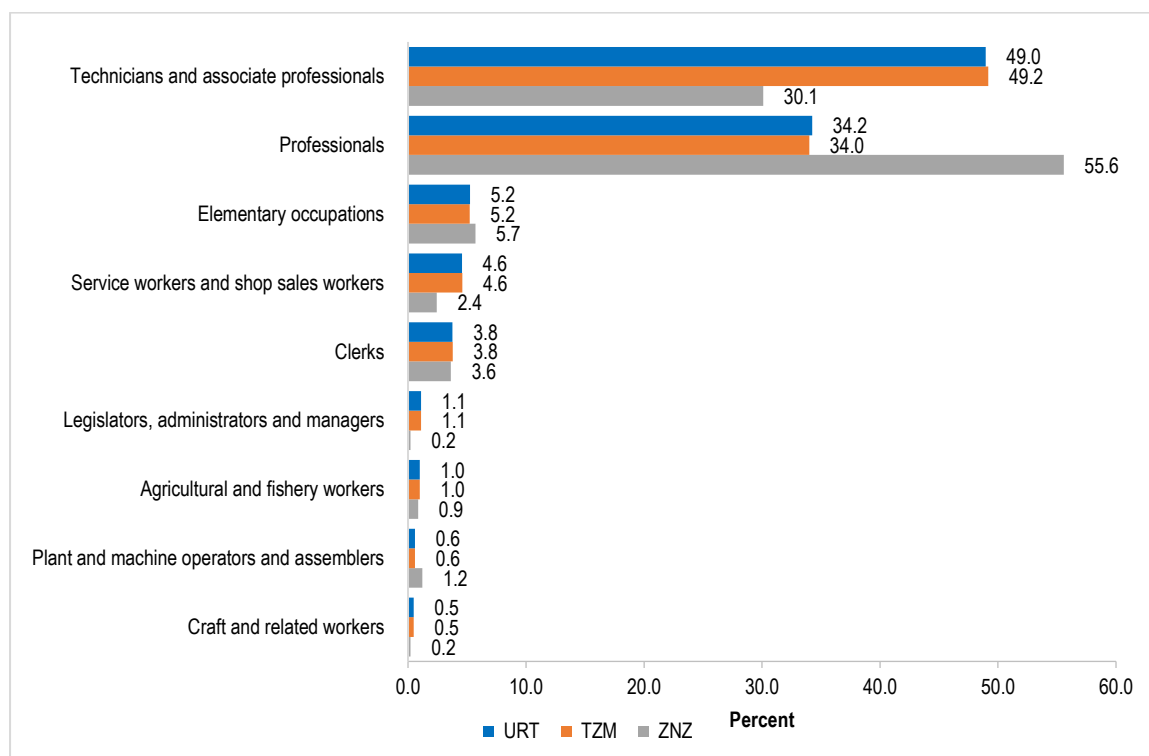
#### 7.1 Introduction

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

#### 7.2 Job Vacancies by Occupation and Work Experience

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

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



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

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

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

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

### 7.3 Job Vacancies by Occupation and Sex Preference

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## CHAPTER EIGHT

### Summary of Key Findings, Policy Implications and Recommendations

#### 8.1 Introduction

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

#### 8.2 Employment Profile

##### 8.2.1 Employment by Sector

###### Key Findings:

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

###### Policy Implications:

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

###### Recommendations:

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

##### 8.2.2 Youth Employment

###### Key Findings:

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

###### Policy Implications:

- Youth bring adaptability and innovation potential.

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

**Recommendations:**

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

### 8.2.3 Disability and Employment

**Key Findings:**

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

**Policy Implications:**

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

**Recommendations:**

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

### 8.2.4 Employment by Industry

**Key Findings:**

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

**Policy Implications:**

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

**Recommendations:**

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

## 8.3 Monthly Wage Rate Profile

### 8.3.1 Monthly Cash Earnings

#### Key Findings:

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

#### Policy Implications:

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

#### Recommendations:

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

### 8.3.2 Annual Wage Bill

#### Key Findings:

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

#### Policy Implications:

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

#### Recommendations:

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

## ANNEXES

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

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

## A1.2: Survey Quality Measurements

### i. Introduction

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

### ii. Sampling errors

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### iii. Non sampling errors

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

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

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

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

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

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

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

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

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

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

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

# Questionnaire for the 2023/24 Employment and Earnings Survey

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

| <b>SECTION B: INFORMATION OF THE ESTABLISHMENT</b>                                                                                                                                                                                                                                              |                    |        |                         |      |        |       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------|-------------------------|------|--------|-------|
| <b>1. Total number of Employees by Type of Contract, Age Group and Sex as of 30th June 2024.</b>                                                                                                                                                                                                |                    |        |                         |      |        |       |
| Type of contract                                                                                                                                                                                                                                                                                | <b>Age 15 - 35</b> |        | <b>Age 36 and above</b> |      |        |       |
|                                                                                                                                                                                                                                                                                                 | Male               | Female | Total                   | Male | Female | Total |
| Permanent Contract                                                                                                                                                                                                                                                                              |                    |        |                         |      |        |       |
| Temporary Contract (Specific task or Fixed term)                                                                                                                                                                                                                                                |                    |        |                         |      |        |       |
| Casual workers                                                                                                                                                                                                                                                                                  |                    |        |                         |      |        |       |
| Total                                                                                                                                                                                                                                                                                           |                    |        |                         |      |        |       |
| <b>2. Total Number of Employees Working in the Government Strategic Projects from July 2022 to June 2024</b>                                                                                                                                                                                    |                    |        |                         |      |        |       |
| Male Employees                                                                                                                                                                                                                                                                                  |                    |        |                         |      |        |       |
| Female Employees                                                                                                                                                                                                                                                                                |                    |        |                         |      |        |       |
| Total Employees                                                                                                                                                                                                                                                                                 |                    |        |                         |      |        |       |
| <b>3. Total Number of Employees With Disability by Type of Employment Contract, Age Group and Sex as of 30th June 2024</b>                                                                                                                                                                      |                    |        |                         |      |        |       |
| Type of Employment Contract                                                                                                                                                                                                                                                                     | <b>Age 15 - 35</b> |        | <b>Age 36 and above</b> |      |        |       |
|                                                                                                                                                                                                                                                                                                 | Male               | Female | Total                   | Male | Female | Total |
| Permanent Employees                                                                                                                                                                                                                                                                             |                    |        |                         |      |        |       |
| Temporary Contract (Specific task or Fixed term)                                                                                                                                                                                                                                                |                    |        |                         |      |        |       |
| Casual workers                                                                                                                                                                                                                                                                                  |                    |        |                         |      |        |       |
| Total                                                                                                                                                                                                                                                                                           |                    |        |                         |      |        |       |
| <b>4. How many hours per week your employees usually work</b>                                                                                                                                                                                                                                   |                    |        |                         |      |        |       |
| <div style="display: flex; justify-content: center; gap: 20px;"> <div style="border: 1px solid black; width: 40px; height: 20px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px;"></div> </div>                                                                         |                    |        |                         |      |        |       |
| <b>5. Size of establishment by number of employees</b>                                                                                                                                                                                                                                          |                    |        |                         |      |        |       |
| 1 - 4 Employees.....1                                                                                                                                                                                                                                                                           |                    |        |                         |      |        |       |
| 5 - 9 Employees.....2                                                                                                                                                                                                                                                                           |                    |        |                         |      |        |       |
| 10 - 49 Employees.....3                                                                                                                                                                                                                                                                         |                    |        |                         |      |        |       |
| 50+ Employees.....4                                                                                                                                                                                                                                                                             |                    |        |                         |      |        |       |
| <b>6. Ownership</b>                                                                                                                                                                                                                                                                             |                    |        |                         |      |        |       |
| Central Government.....1                                                                                                                                                                                                                                                                        |                    |        |                         |      |        |       |
| Local Government.....2                                                                                                                                                                                                                                                                          |                    |        |                         |      |        |       |
| Parastatal Organisations.....3                                                                                                                                                                                                                                                                  |                    |        |                         |      |        |       |
| Partnership - Government with Private.....4                                                                                                                                                                                                                                                     |                    |        |                         |      |        |       |
| Partnership - Private with Private.....5                                                                                                                                                                                                                                                        |                    |        |                         |      |        |       |
| Private Citizen (Tanzanian).....6                                                                                                                                                                                                                                                               |                    |        |                         |      |        |       |
| Private Non Citizen.....7                                                                                                                                                                                                                                                                       |                    |        |                         |      |        |       |
| NGO's.....8                                                                                                                                                                                                                                                                                     |                    |        |                         |      |        |       |
| Cooperative unions.....9                                                                                                                                                                                                                                                                        |                    |        |                         |      |        |       |
| International Organizations.....10                                                                                                                                                                                                                                                              |                    |        |                         |      |        |       |
| Faith based Organisations.....11                                                                                                                                                                                                                                                                |                    |        |                         |      |        |       |
| <b>7: Economic Activity of the Establishment</b>                                                                                                                                                                                                                                                |                    |        |                         |      |        |       |
| 7.1: What is the <b>Main</b> economic activity of the establishment ( <b>WRITE IN FULL</b> )                                                                                                                                                                                                    | ISIC Code          |        |                         |      |        |       |
| <div style="display: flex; justify-content: center; gap: 10px;"> <div style="border: 1px solid black; width: 40px; height: 20px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px;"></div> </div> |                    |        |                         |      |        |       |
| 7.2: What is <b>Secondary</b> economic activity of the establishment ( <b>WRITE IN FULL</b> )                                                                                                                                                                                                   | ISIC Code          |        |                         |      |        |       |
| <div style="display: flex; justify-content: center; gap: 10px;"> <div style="border: 1px solid black; width: 40px; height: 20px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px;"></div> </div> |                    |        |                         |      |        |       |

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

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

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

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

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

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

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

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

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

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

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

GIVE YOUR OPINION IF ANY

Name.....

Phone Number.....

Signature.....

Date.....

THANKS FOR YOUR COOPERATION

