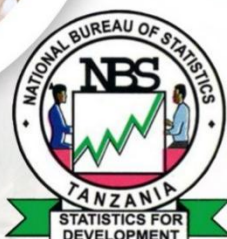




TANZANIA FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY

2024/25 ANALYTICAL REPORT



June, 2026



The United Republic of Tanzania

TANZANIA FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2024/25

ANALYTICAL REPORT

**Ministry of Finance
National Bureau of Statistics
Tanzania
and
Presidents' Office - Finance and Planning
Office of the Chief Government Statistician
Zanzibar**



June, 2026



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Foreword

This report presents the findings of the 2024/25 Tanzania Formal Employment and Earnings Survey (EES) conducted jointly by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician Zanzibar (OCGS). The Survey collected information on the status of employment and earnings as at 30th June 2025. This is the third joint annual survey covering Mainland Tanzania and Zanzibar. The scope of this survey covers all formal sector establishments in the public sector, all private establishments employing at least 50 employees and a sample of private sector establishments employing between 5 and 49 employees. However, the survey excludes employment in the 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 different sectors of the economy. The Survey is designed to provide estimates of the labour market indicators to facilitate policy formulation, planning and estimation of the contribution of various sectors to the Gross Domestic Product (GDP).

This report is the primary reliable source of information on the distribution of income and number of employees, as well as job vacancies in the formal sector at the 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 many 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. We also wish to express our sincere appreciation to staff from the Prime Minister's Office - Labour, Employment and Relations for their dedication and commitment which led to successful completion of data collection and report preparation.

In addition, we extend gratitude to respondents, particularly employers who supplied the provided the requested information. NBS and OCGS look forward to their continued 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 covering the formal employment sector in Tanzania. Its goal is to collect accurate statistics on employment and earnings, as well as socio-economic characteristics of the labour market. Results from the survey facilitates formulation and monitoring policies that promote economic growth across various sectors. Employment and Earnings Surveys covers 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 in the labour market and Job Vacancies; Information about available job positions; and the Summary of Key Findings, Policy Implications and Recommendations. The Survey is conducted by the National Bureau of Statistics (NBS) in accordance with the Statistics Act Cap 351 and the Office of the Chief Government Statistician, Zanzibar as per the Statistics Act Cap 351 Act No 9. The EES provides crucial information for understanding the dynamics of the workforce to inform policy decisions.

Employment Profile

The findings on employment profile reveal that the total number of employees in the formal sector are 4,565,960 (4,480,778 employees in Mainland Tanzania and 85,182 in Zanzibar). Private sector is the major employers with 3,220,452 employees compared to 1,345,508 employees in the public sector. There are 4,022,270 regular employees and 543,690 casual employees for the year 2024/25. Education industry has the largest share of total employment in Tanzania (16.2 percent) followed by manufacturing (15.7 percent) and the public administration, defense and compulsory social security with 10.5 percent. It is also indicated that youth regular employees have the highest share of regular employees (57.1 percent) compared to adult (42.9 percent). Results also reveal that out of 4,022,270 regular employees; there are 21,760 employed persons with disability (10,785 males and 10,976 females). Among the employed disabled persons, public sector has employed a larger proportion of persons with disability (59.6 percent) compared to private sector with 40.4 percent. The result reveals that overall, Dar es Salaam region accounts for the highest share of total employees at 34.5 percent in 2024/25, followed by Morogoro with 7.4 percent, Arusha at 5.1 percent, and Mbeya with 4.9 percent.

Wage Rates Profile

Findings show that, majority of regular citizen employees with permanent contracts earned monthly wages above TZS 700,000, accounting for 48.4 percent in 2024/25, with relatively larger share in the public sector (68.4%) compared to private sector (23.7%). Results also show that Financial and insurance activities has the highest proportion of employees with permanent contract earning higher wages above TZS 700,000 (86.1%) followed by Information and communication sector (74.0%).

Cash Earnings Profile

Results indicate that, monthly average cash earnings for employees in the formal sector in the United Republic of Tanzania (URT) is TZS 689,730. Monthly average cash earnings are higher for employees in the public sector with average monthly cash earnings in public sector (1,335,249) being about twice as much as in private sector (TZS 623,437). With respect to sex differentials, results show that there are no pronounced differences between average monthly cash earnings for 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 764,161) and lowest for those working in cooperatives (TZS 513,172).

With respect to industries, findings indicate that, financial and insurance activities have the largest average monthly cash earnings (TZS 1,308,695) followed by employees in public administration and defense; and compulsory social security activities (TZS 1,259,993). However, employees in accommodation and food service activities have the lowest average monthly cash earnings in 2024/25.

Total annual cash earnings for employees in the URT are TZS 50.0 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

Results indicate that annual wage bill spent for employees in both public and private sectors for the United Republic of Tanzania is TZS 51,287 billion in 2024/25. Furthermore, private sector accounts for the larger share, contributing TZS 29,001 billion compared to public sector with TZS 22,286 billion.

Results also depict that education Industry accounts for the largest share of annual wage bill with 24.9 percent, followed by public administration and defence; compulsory social security standing at 13.2 percent. However, real estate industry has the lowest share of wage bill (0.2 percent) followed by arts, entertainment and recreation with 0.6 percent.

Regional wise, Dar es Salaam accounts for the largest share of the annual wage bill (31.4 percent) in Mainland Tanzania, followed by Morogoro (7.4 percent) and Arusha (5.7 percent). The regions with the smallest shares are Katavi and Songwe, each contributing 0.9 percent of the annual wage bill. In Zanzibar, Mjini Magharibi recorded the largest share of the annual wage bill (62.0 percent), while Kaskazini Pemba has the smallest share (2.1 percent). Overall, regions with larger annual wage bill shares tend to have higher levels of employment, indicating a positive relationship between employment size and the annual wage bill.

Newly Recruited Workers

Results indicate that 155,510 new employees were recruited into the formal sector of the United Republic of Tanzania (URT). Among them, 83,821 employees (53.9 percent) were recruited to newly created positions and 71,688 (46.1 percent) were recruited to fill existing vacancies.

Recruitment into newly created positions was higher for males (46,127) than females (37,695). Across sector, most of the newly recruited workers (91,875) are in the private sector as compared to public sector (63,635).

In addition, findings shows that the largest proportion of the newly recruited workers (35.5%) are in the professional's occupation followed by technicians and associate professionals' category (16.6%). Craft and related workers occupation has the smallest proportion of the newly recruited workers (1.4%).

Job Vacancies

Analysis for job openings in the formal sector for URT show that job vacancies in 2024/25 are mostly for professionals (50.3%), followed by technicians and associate professionals (27.7%). In addition, majority of job vacancies (82.4 percent) did not require any previous working experience with most of such vacancies being in occupational category of professionals (41.3 percent) and technicians and associate professionals (24.7%). It is also indicated that, smallest proportion of vacancies (0.4%) required work experience of more than five years. Furthermore, findings indicates that largest proportion of the reported job vacancies (86.1%) did not indicate requirement of any sex preference. However, 7.4 percent vacancies preferred male employees while 6.5 percent vacancies preferred female employees. Plant and machine operators and assembler as well craft and related workers occupation had higher proportion of vacancies that preferred male candidates with 67.0 percent and 34.7 percent respectively.

Key Findings

SN	Indicators	URT	TZM	ZNZ
1	Employment Profile			
	Total employment	4,565,960	4,480,778	85,182
	Adult Male	1,129,896	1,110,574	19,322
	Adult Female	694,778	674,198	20,580
	Youth Male	1,623,682	1,600,244	23,438
	Youth Female	1,117,605	1,095,763	21,842
2	Employment by Sector			
	Private Sector	3,220,452	3,185,946	34,506
	Profit Making Institutions	2,864,460	2,831,316	33,144
	Non-profit Making Institutions	313,949	312,675	1,274
	Cooperatives	42,044	41,956	88
	Public Sector	1,345,508	1,294,832	50,676
	Central and Local Government	1,228,062	1,186,685	41,377
	Parastatal Organizations	117,446	108,147	9,299
3	Total Employment by Category of Employment			
	Regular Employees	4,022,270	3,942,366	79,904
	Casual Employees	543,690	538,412	5,278
4	Regular Employment by Citizenship			
	Citizen	3,762,145	3,683,421	78,724
	Non-citizen	260,125	258,945	1180
5	Employment for Selected Industries			
	Agriculture, forestry and fishing	217,360	215,741	1,619
	Mining and quarrying	88,220	87,851	369
	Manufacturing	717,724	715,518	2,206
	Construction	153,097	149,662	3,435
	Transportation and storage	142,593	140,066	2,527
	Education	737,818	711,604	26,214
6	Employment for Selected Regions			
	Dar es Salaam	1,573,130	1,573,130	
	Morogoro	336,766	336,766	
	Arusha	234,426	234,426	
	Kilimanjaro	211,677	211,677	
	Mbeya	224,014	224,014	
	Lindi	60,445	60,445	
	Tanga	209,522	209,522	
	Mjini Magharibi	47,563		47,563
7	Distribution of Regular Citizen Employees by Sector and Wage Rates			
	Private	2,436,888	2,408,833	28,055
	Up to TZS 299,999	916,679	911,648	5,031
	TZS 300,000 – 699,999	1,126,778	1,106,090	20,688
	Above TZS 700,000	393,431	391,095	2,336
	Public	1,325,257	1,274,588	50,669
	Up to TZS 299,999	0	0	0
	TZS 300,000 – 699,999	443,645	418,939	24,706
	Above TZS 700,000	881,612	855,649	25,963
8	Annual Cash Earnings (TZS Million) by Sector	50,057,448	49,007,146	1,050,302
	Private	28,209,414	27,954,886	254,527
	Public	21,848,034	21,052,259	795,775
9	Monthly Average Cash Earnings (TZS) by Sector and Sex			
	Private (Both Sexes)	623,437	625,290	614,693
	Male	610,663	611,990	663,342
	Female	624,863	627,285	538,691

SN	Indicators	URT	TZM	ZNZ
	Public (Both Sexes)	1,335,249	1,333,954	1,308,600
	Male	1,391,815	1,390,169	1,463,196
	Female	1,326,261	1,324,903	1,192,627
10	Monthly Average Cash Earnings per Employee (TZS) for Selected Industries			
	Public administration and defense; compulsory social security	1,259,993	1,258,006	1,411,425
	Education	940,299	957,802	1,108,795
	Human health and social work activities	668,879	672,146	725,689
	Professional, scientific and technical activities	1,097,269	1,099,717	1,369,152
11	Total Annual Wage Bill (TZS. Millions)			
	Total Annual Wage Bill by sector	51,287,020	50,004,305	1,282,716
	Private	29,000,930	28,776,850	224,080
	Public	22,286,091	21,227,455	1,058,636
12	Total Newly Recruited Workers			
	Newly Recruited Workers by Occupation			
	Legislators, administrators and managers	6,138	6,072	66
	Professionals	55,191	54,218	973
	Technicians and Associate professionals	25,865	24,433	1,432
	Plant and machine operators and assemblers	5,909	5,829	80
	Clerks	8,146	7,971	175
	Newly Recruited Workers by Level of Education			
	Tertiary University	46,138	45,016	1,122
	Tertiary Non –University	58,961	57,060	1,901
	Vocational education	6,712	6,645	67
	Secondary Education	16,248	15,507	741
	Primary Education	24,694	24,516	178
	Newly Recruited Workers for Selected Regions			
	Dar es Salaam	38,235	38,235	
	Morogoro	19,982	19,982	
	Arusha	673	673	
	Kilimanjaro	4,669	4,669	
	Mbeya	2,454	2,454	
	Mtwara	3,076	3,076	
	Mjini Magharibi	1,752		1,752
13	Total Number of Vacancies			
	Job Vacancies by Occupation			
	Legislators, administrators and managers	3,852	3,791	61
	Professionals	82,712	81,345	1,367
	Technicians and associate professionals	45,562	41,231	4,331
	Service workers and shop sales workers	9,016	8,968	48
	Clerks	8,585	8,365	220
	Number of Job Vacancies by Work Experience			
	No Work Experience Required	135,527	129,090	6,437
	1-2 years	25,002	24,500	502
	3-4 years	3,246	3,154	92
	5 or more years	634	556	78
	Number of Job Vacancies by Reasons			
	Fell vacant/Replacement	142,733	138,147	4,586
	New Position	21,677	19,154	2,523

Trends of Selected Employment and Earnings Indicators; Mainland Tanzania

SN	Indicators	2023/24	2024/25
1	Employment Profile		
	Total employment	3,990,457	4,480,778
	Adult Male	928,911	1,110,574
	Adult Female	534,746	674,198
	Youth Male	1,493,071	1,600,244
	Youth Female	1,033,730	1,095,763
2	Employment by Sector		
	Private Sector	2,816,850	3,185,946
	Profit Making Institutions	2,465,120	2,831,316
	Non-profit Making Institutions	310,358	312,675
	Cooperatives	41,371	41,956
	Public Sector	1,173,608	1,294,832
	Central and Local Government	1,076,178	1,186,685
	Parastatal Organizations	97,430	108,147
3	Total Employment by Category of Employment		
	Regular Employees	3,495,715	3,942,366
	Casual Employees	494,742	538,412
4	Regular Employment by Citizenship		
	Citizen	3,473,056	3,683,421
	Non-citizen	22,660	258,945
5	Employment for Selected Industries		
	Agriculture, forestry and fishing	188,202	215,741
	Mining and quarrying	78,819	87,851
	Manufacturing	718,843	715,518
	Construction	115,646	149,662
	Transportation and storage	134,518	140,066
	Education	624,716	711,604
6	Employment for Selected Regions		
	Dar es Salaam	1,371,640	1,573,130
	Morogoro	299,236	336,766
	Arusha	227,663	234,426
	Kilimanjaro	193,237	211,677
	Mbeya	184,391	224,014
	Lindi	56,095	60,445
	Tanga	189,316	209,522
	Dodoma	131,344	143,153
7	Annual Cash Earnings (TZS Million) by Sector	35,691,897	49,007,146
	Private	20,452,964	27,954,886
	Public	15,238,934	21,052,259
8	Monthly Average Cash Earnings (TZS) by Sector and Sex		
	Private (Both Sexes)	550,887	625,290
	Male	572,520	611,990
	Female	581,456	627,285
	Public (Both Sexes)	1,269,611	1,333,954
	Male	1,314,684	1,390,169
	Female	1,184,588	1,324,903
9	Monthly Average Cash Earnings per Employee (TZS) for Selected Industries		
	Public administration and defense; compulsory social security	1,224,043	1,258,006
	Education	931,557	957,802
	Human health and social work activities	640,027	672,146
	Professional, scientific and technical activities	1,018,201	1,099,717
10	Total Annual Wage Bill (TZS. Millions)		
	Total Annual Wage Bill by sector	34,886,583	50,004,305
	Private	20,073,394	28,776,850
	Public	14,813,188	21,227,455

Trends of Selected Employment and Earnings Indicators; Zanzibar

SN	Indicators	2023/24	2024/25
1	Employment Profile		
	Total employment	83,430	85,182
	Adult Male	19,615	19,322
	Adult Female	19,797	20,580
	Youth Male	24,014	23,438
	Youth Female	20,004	21,842
2	Employment by Sector		
	Private Sector	36,716	34,506
	Profit Making Institutions	35,529	33,144
	Non-profit Making Institutions	1,087	1,274
	Cooperatives	100	88
	Public Sector	46,714	50,676
	Central and Local Government	38,284	41,377
	Parastatal Organizations	8,430	9,299
3	Total Employment by Category of Employment		
	Regular Employees	76,616	79,904
	Casual Employees	6,814	5,278
4	Regular Employment by Citizenship		
	Citizen	75,784	78,724
	Non-citizen	832	1180
5	Employment for Selected Industries		
	Agriculture, forestry and fishing	1,647	1,619
	Mining and quarrying	341	369
	Manufacturing	2,543	2,206
	Construction	3,923	3,435
	Transportation and storage	2,168	2,527
	Education	25,017	26,214
6	Employment for Selected Regions		
	Mjini Magharibi	46,710	47,563
	Kaskazini Unguja	9,411	10,356
	Kusini Unguja	12,034	12,479
	Kaskazini Pemba	2,615	2,630
	Kusini Pemba	12,660	12,154
7	Annual Cash Earnings (TZS Million) by Sector	991,680	1,050,302
	Private	285,613	254,527
	Public	706,068	795,775
8	Monthly Average Cash Earnings (TZS) by Sector and Sex		
	Private (Both Sexes)	648,248	614,693
	Male	693,664	663,342
	Female	575,376	538,691
	Public (Both Sexes)	1,259,557	1,308,600
	Male	1,417,965	1,463,196
	Female	1,130,077	1,192,627
9	Monthly Average Cash Earnings per Employee (TZS) for Selected Industries		
	Public administration and defense; compulsory social security	1,399,271	1,411,425
	Education	812,367	1,108,795
	Human health and social work activities	967,313	725,689
	Professional, scientific and technical activities	1,555,327	1,369,152
10	Total Annual Wage Bill (TZS. Millions)		
	Total Annual Wage Bill by sector	892,902	1,282,716
	Private	265,481	224,080
	Public	627,421	1,058,636

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-LER	Prime Minister's Office Labour, Employment and Relations
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 earnings were taken as at 30th June 2025, while other informations were reported for the whole year (July 2024 to June 2025).

1.2 Background

Production of Labour Market Information has been an important element in the statistical operations, both in Mainland Tanzania and Zanzibar. The 2024/25 Tanzania Formal Sector Employment and Earnings report present results on the 2024/25 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 2024/25 EES Report mark the third 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 Zanzibar, making it challenging to compile comprehensive national statistics that reflected the entire country. The 2024/25 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 2023/24.

For Tanzania Zanzibar, EES 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 2024/25 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 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*

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 relates 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 such 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 leasers, agents and/or brokers in one or more of the following: selling or buying real estate, renting real estate, providing other real estate services such as appraising real estate or acting as real estate escrow agents. Activities in this industry may be carried out on own or leased property and may be done on a fee or

contract basis. Also included is the building of structures, combined with maintaining ownership or leasing of such structures.

xiii. Professional, Scientific and Technical Activities

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

xiv. Administrative and Support Service Activities

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

xv. Public Administration and Defence; Compulsory Social Security

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

xvi. Education

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

xvii. Human Health and Social Work Activities

This industry includes the provision of health and social work activities. Activities include a wide range of activities, starting from health care provided by trained medical professionals in hospitals and other facilities residential care activities that still involve a

degree of health care activities to social work activities without any involvement of health care professionals.

xviii. Arts, Entertainment and Recreation

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

xix. Other Service Activities

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

xx. Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use

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

xxi. Activities of Extraterritorial Organizations and Bodies

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

1.6 Survey Methodology and Estimation Procedure

1.6.1 The Sample Design

1.6.1.1 Mainland Tanzania

The 2024/25 Employment and Earnings Survey is an establishment-based survey which covered a total of 14,865 from a frame of 87,556 establishments. The frame consisted of all public establishments and 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 2024/25 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 2024/25 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 foreign diplomatic missions, corporations and international aid organizations stationed in Tanzania and members of the armed forces.

1.6.1.1.1 Weight

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

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 2024/25 Employment and Earnings Survey covered 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, 1,617 formal private establishments out of 1,742 targeted responded equal to 92.8 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 August 2025 and March 2026 for Mainland Tanzania and Zanzibar.

1.6.3 The Response Status

Response rates for 2024/25 EES were developed based on the number of selected establishments and the number of establishments that actually interviewed during data collection. Out of 15,810 selected establishments in Mainland Tanzania, response rate was 94.0 percent (14,865 establishments). However, out of 1,772 available establishments in Zanzibar, response rate was 92.8 percent (1,647 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

Sector	Employment Size	TZM			ZNZ		
		Number of Establishments Selected	Responded	Response rate	Number of Establishment Available	Responded	Response rate
Private	1 – 4*				389	356	91.5
	5 - 9	5,561	5,556	99.9	469	448	95.5
	10 - 49	4,454	3,522	79.1	750	692	92.3
	50+	1,511	1,503	99.5	134	121	90.3
	Sub Total	11,526	10,581	91.8	1,742	1,617	92.8
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	14,865	94.0	1,772	1,647	92.9

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

Source: EES 2024/25

CHAPTER TWO

Employment Profile

2.1 Introduction

The Government of Tanzania, together with other development partners, is undertaking various initiatives to promote employment creation in order to keep pace with, among other factors, the country's growing labour force. As a result, employment has become one of the country's key socio-economic and political priorities. Like many other countries, Tanzania faces a number of employment related challenges. Therefore, the need for reliable data to monitor and evaluate the employment situation in the country has become more important than ever.

This chapter presents an analysis of formal sector employment in Tanzania, focusing on employment by sector, employment category, disability status, age group, citizenship, industry, and region. The information provides an important basis for monitoring labour market trends and assessing progress in employment creation and poverty reduction initiatives.

The findings also support the evaluation and implementation of various national, regional, and international development frameworks aimed at promoting productive employment and decent work. At the national level, these include the Tanzania Development Vision 2050, the National Employment Policy (2008) and the Third Five-Year Development Plan (FYDP III). Regionally, Tanzania is guided by the African Union Agenda 2063, the Regional Employment Policy Framework for Africa, and the SADC Decent Work Programme. At the international level, the country aligns its employment policies and programmes with the United Nations Sustainable Development Goals (particularly SDG 8 on Decent Work and Economic Growth) and the International Labour Organization's Decent Work Agenda.

2.2 Sector of Employment

This section presents the characteristics of employed persons in the formal sector by sector, employment category, age group, disability status, and sex. Employment

categories are classified into regular and casual employment, while age groups are categorized as youth (aged 15–35 years) and adults (aged 36 years and above).

The information provided is important for monitoring labour market dynamics and supports the formulation, implementation, and evaluation of employment policies and programmes aimed at improving the utilization of the country's human resources and promoting productive employment.

Table 2.1: Distribution of Total Employees by Category of Employment and Sector

Category of Employment	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Regular	2,697,013	1,325,257	4,022,270	2,667,778	1,274,588	3,942,366	29,235	50,669	79,904
Casual	523,439	20,251	543,690	518,168	20,244	538,412	5,271	7	5,278
Total	3,220,452	1,345,508	4,565,960	3,185,946	1,294,832	4,480,778	34,506	50,676	85,182

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

Source: EES 2024/25

Table 2.1 shows that, the total number of employees in the United Republic of Tanzania in 2024/25 is 4,565,960 employees. In Tanzania Mainland the total employees are 4,480,778 and 85,182 in Tanzania Zanzibar. Results further show that in the United Republic of Tanzania the private sector is the leading source of employment, accounting for 3,220,452 workers roughly twice the number employed in the public sector, which stands at 1,345,508. Additionally, the majority of employees consists of regular employees totaling 4,022,270, while 543,690 are employed on a casual basis. A similar pattern is observed in Tanzania Mainland.

In Tanzania Zanzibar formal sector employment has 85,182 persons, of whom 79,904 persons were in regular employment and 5,278 persons were in casual employment. The public sector employed more people (50,676 persons) than the private sector (34,506 persons).

Key Message

The total number of regular employees in Tanzania for the year 2024/25 is 4,022,270 persons.

Table 2.2A: Percentage Distribution of Total Regular Employees by Age Group, Sector and Sex

Age Group	Sex	URT			TZM			ZNZ		
		Private	Public	Total	Private	Public	Total	Private	Public	Total
Adult (36+ Years)	Male	16.9	9.5	26.4	17.1	9.3	26.5	6.1	16.9	23.1
	Female	9.2	7.3	16.5	9.3	7.0	16.3	3.4	22.0	25.4
	Sub Total	26.1	16.8	42.9	26.4	16.4	42.7	9.5	38.9	48.4
Youth (15-35 years)	Male	24.5	8.5	33.0	24.7	8.4	33.1	15.4	10.2	25.6
	Female	16.5	7.7	24.2	16.6	7.5	24.1	11.7	14.2	26.0
	Sub Total	41.0	16.1	57.1	41.3	16.0	57.3	27.1	24.5	51.6
Total Percent		67.1	32.9	100.0	67.7	32.3	100.0	36.6	63.4	100.0
Total Regular Employees		2,697,013	1,325,257	4,022,270	2,667,778	1,274,588	3,942,366	29,235	50,669	79,904

Source: EES 2024/25

Table 2.2A shows that, in the United republic of Tanzania, there are more youth employees (57.1 percent) in regular employment compared to adult employees (42.9 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 41.0 percent followed by adult employees (26.1 percent) in the same sector. Youth employees in public sector account for the least share of persons in regular employment with 16.1 percent.

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

Age Group	Sex	URT			TZM			ZNZ		
		Private	Public	Total	Private	Public	Total	Private	Public	Total
Adult (36+ Years)	Male	11.7	0.8	12.5	11.7	0.8	12.5	16.6	-	16.6
	Female	5.5	0.5	6.0	5.5	0.5	6.0	6.0	-	6.0
	Sub Total	17.3	1.2	18.5	17.2	1.2	18.5	22.7	-	22.7
Youth (15-35 years)	Male	53.0	1.7	54.6	53.0	1.7	54.6	56.4	0.1	56.5
	Female	26.0	0.9	26.8	26.0	0.9	26.9	20.8	0.1	20.9
	Sub Total	79.0	2.5	81.5	79.0	2.5	81.5	77.2	0.1	77.3
Total Percent		96.3	3.7	100.0	96.2	3.8	100.0	99.9	0.1	100.0
Total Casual Employees		523,439	20,251	543,690	518,168	20,244	538,412	5,271	7	5,278

Source: EES 2024/25

Table 2.2B indicates that a larger proportion of youth employees (81.5 percent) are in casual employment compared to adult employees, who make up only 18.5 percent. The majority of casual employees are found in the private sector (96.3 percent), while only 3.7 percent are in the public sector. Additionally, findings shows that the number of male employees in casual employment within the private sector is nearly double of that of female employees.

2.3 Employment and Disability

This section presents an analysis of the employment of Persons with Disabilities (PWDs) in the formal sector. The information provided can be used to assess compliance with various policy and legal frameworks, including the Persons with Disabilities Act, 2010 and the Employment and Labour Relations Act, 2004. It also provides insights into the extent to which persons with disabilities are integrated into the formal labour market and have access to employment opportunities.

Table 2.3: Distribution of Regular Employees with Disabilities by Sector and Sex

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	4,601	4,183	8,784	21.1	19.2	40.4	2,697,013	0.3
	Public	6,184	6,792	12,977	28.4	31.2	59.6	1,325,257	1.0
	Total	10,785	10,976	21,760	49.6	50.4	100.0	4,022,270	0.5
TZM	Private	4,581	4,154	8,735	21.2	19.2	40.4	2,667,778	0.3
	Public	6,133	6,749	12,883	28.4	31.2	59.6	1,274,588	1.0
	Total	10,714	10,904	21,617	49.6	50.4	100.0	3,942,366	0.5
ZNZ	Private	20	29	49	14.0	20.3	34.3	29,235	0.2
	Public	51	43	94	35.7	30.1	65.7	50,669	0.2
	Total	71	72	143	49.7	50.3	100.0	79,904	0.2

Source: EES 2024/25

Table 2.3 indicates that out of 4,022,270 regular employees in the formal sector, there are 21,760 Persons with Disabilities (PWD), equivalent to 0.5 percent. Out of all PWD, 10,785 are males and 10,976 are females. Public sector has a slightly larger number of PWD with 12,977 equivalents to 1.0 percent, compared to Private sector with 8,784 equivalents to 0.3 percent. Furthermore, results indicate that among the total number of Person with Disabilities in the employment, there are slightly more females (50.4 percent) than males (49.6 percent).

Key Message

Out of 4,022,270 regular employees in the formal sector, there are 21,760 Persons with Disabilities of whom 10,785 are males and 10,976 are females.

2.4 Employment by Sub- Sector, Age Group and Sex

Understanding employment patterns across sub-sectors is important for designing and implementing sector-specific programmes aimed at promoting employment. In addition, employment statistics disaggregated by sex and age provide valuable insights into the distribution of employment opportunities among males and females, as well as across different age groups.

Youth employment remains a major policy concern in Tanzania. Therefore, analyzing employment by age group provides useful information for monitoring labour market outcomes and formulating policies and programmes that support employment creation and improve labour market opportunities for young people.

Table 2.4A: Percentage Distribution of Total Employees by Sub- Sector and Sex

Place of Residence	Sector	Male		Female		Total	
URT	A: Private						
	Private Profit-Making Institutions	1,818,897	39.8	1,045,563	22.9	2,864,460	62.7
	Private Non- Profit-Making Institutions	169,289	3.7	144,660	3.2	313,949	6.9
	Cooperatives	29,555	0.6	12,489	0.3	42,044	0.9
	Total Percent A:	2,017,740	44.2	1,202,712	26.3	3,220,452	70.5
	B: Public						
	Central and Local Governments	657,151	14.4	570,911	12.5	1,228,062	26.9
	Parastatal Organizations	78,686	1.7	38,760	0.8	117,446	2.6
	Total Percent B:	735,837	16.1	609,671	13.4	1,345,508	29.5
	Total Percent (A+B)	2,753,577	60.3	1,812,383	39.7	4,565,960	100.0
TZM	A: Private						
	Private Profit-Making Institutions	1,798,525	40.1	1,032,791	23.0	2,831,316	63.2
	Private Non- Profit-Making Institutions	168,685	3.8	143,990	3.2	312,675	7.0
	Cooperatives	29,492	0.7	12,464	0.3	41,956	0.9
	Total Percent A:	1,996,701	44.6	1,189,245	26.5	3,185,946	71.1
	B: Public						
	Central and Local Governments	641,041	14.3	545,644	12.2	1,186,685	26.5
	Parastatal Organizations	73,075	1.6	35,072	0.8	108,147	2.4
	Total Percent B:	714,116	15.9	580,716	13.0	1,294,832	28.9
	Total Percent (A+B)	2,710,817	60.5	1,769,961	39.5	4,480,778	100.0
ZNZ	A: Private						
	Private Profit -Making Institutions	20,372	23.9	12,772	15.0	33,144	38.9
	Private Non-Profit Making Institutions	604	0.7	670	0.8	1,274	1.5
	Cooperatives	63	0.1	25	0.0	88	0.1
	A: Total Percent	21,039	24.7	13,467	15.8	34,506	40.5
	B: Public						
	Central and Local Governments	16,110	18.9	25,267	29.7	41,377	48.6
	Parastatal Organizations	5,611	6.6	3,688	4.3	9,299	10.9
	B: Total Percent	21,721	25.5	28,955	34.0	50,676	59.5
	Total Percent (A+B)	42,760	50.2	42,422	49.8	85,182	100.0

Source: EES 2024/25

Table 2.4A shows that private profit-making institutions are the leading employers in Tanzania's formal sector, accounting for 62.7 percent of all employees. The central and local government follows employing 26.9 percent, while cooperatives employ the smallest share, just 0.9 percent of the total employment in the formal sector. The results also indicate that, proportion of employed females in both public and private sector (39.7 percent) is nearly half that of males (60.3 percent). It is also observed that, the proportion of male employees in the private profit - making institutions is larger (39.8 percent) than that of females (22.9 percent). A similar pattern is observed in central and local governments, where 14.4 percent of employees are male and 12.5 percent are female.

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

Sector	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A: Private									
Private Profit - Making Institutions	34.5	17.1	51.7	35.2	17.5	52.6	11.2	5.6	16.9
Private Non-Profit Making Institutions	5.4	4.3	9.6	5.5	4.4	9.9	0.6	0.5	1.1
Cooperatives	0.7	0.3	1.0	0.7	0.3	1.0	0.1	0.0	0.1
A: Total Percent	40.6	21.7	62.3	41.3	22.2	63.5	11.9	6.2	18.0
B: Public									
Central and Local Governments	18.9	15.2	34.1	18.6	14.6	33.1	32.4	37.7	70.2
Parastatal Organizations	2.4	1.2	3.6	2.3	1.1	3.4	7.2	4.6	11.8
B: Total Percent	21.4	16.3	37.7	20.9	15.6	36.5	39.7	42.3	82.0
Total Percent (A+B)	61.9	38.1	100.0	62.2	37.8	100.0	51.6	48.4	100.0
Total Number of Adult Employees	1,135,681	697,776	1,833,457	1,110,574	674,198	1,784,772	25,107	23,578	48,685

Source: EES 2024/25

Table 2.4B indicates that private profit-making institutions employed the highest percentage of adult workers in the formal sector, accounting for 51.7 percent, while central and local governments came next with 34.1 percent. Results also reveal that, the proportion of adult males (61.9 percent) is almost twice as compared to that of adult females (38.1 percent).

On the other hand, out of the total employment in Tanzania, 34.5 percent of adult male employees were in private profit-making institutions compared to adult female employees

with 17.1 percent. In addition, more adult male employees (18.9 percent) were in central and local governments compared to adult females with 15.2 percent.

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

Sector	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A: Private									
Private Profit -Making Institutions	43.3	26.7	69.9	43.4	26.8	70.2	32.9	22.2	55.1
Private Non-Profit Making Institutions	2.6	2.4	5.0	2.6	2.4	5.1	0.7	0.9	1.7
Cooperatives	0.6	0.3	0.9	0.6	0.3	0.9	0.1	0.0	0.1
A: Total Percent	46.5	29.3	75.8	46.7	29.4	76.1	33.7	23.1	56.8
B: Public									
Central and Local Governments	11.5	10.8	22.3	11.5	10.6	22.1	13.5	21.9	35.3
Parastatal Organizations	1.2	0.6	1.9	1.2	0.6	1.8	4.6	3.2	7.8
B: Total Percent	12.8	11.4	24.2	12.7	11.2	23.9	18.1	25.1	43.2
Total Percent (A+B)	59.2	40.8	100.0	59.4	40.6	100.0	51.8	48.2	100.0
Total Number of Youth Employees	1,623,682	1,117,605	2,741,286	1,600,244	1,095,763	2,696,006	23,438	21,842	45,280

Source: EES 2024/25

Table 2.4C indicates that the private sector is an important employer for youth in Tanzania, employing more than three quarters (75.8 percent) of the total youth aged 15 to 35 years compared to the public sector with 24.2 percent. On the other hand, a lower proportion of female employees (40.8 percent) is observed among youth employees compared to males with 59.2 percent.

Youth male employees accounted for a larger share of employment in private profit-making institutions (43.3 percent) compared to females (26.7 percent). Relatively, a slightly higher proportion of youth male employees is also observed in central and local governments, with 11.5 percent of total youth employees compared to 10.8 percent of youth female employees.

2.5 Regular Employment by Citizenship and Sector

Information on the citizenship status of employees has become increasingly important in the context of regional integration initiatives, such as the East African Community (EAC), which promotes the free movement of labour among member states. In assessing employment trends and labour market performance in Tanzania, citizenship-related information provides valuable insights into the composition of the workforce and helps

inform the formulation of policies and programmes aimed at enhancing employment opportunities, skills development, and labour market competitiveness.

Table 2.5: Percentage Distribution of Regular Employees by Citizenship and Sub-Sector

Sector		URT			TZM			ZNZ		
		Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total
A: Private	Profit -Making Institutions.	54.0	4.9	58.9	54.4	5.0	59.4	33.7	1.4	35.0
	Non-Profit -Making Institutions.	5.8	1.6	7.3	5.8	1.6	7.4	1.4	0.1	1.5
	Cooperatives	0.9	0.0	0.9	0.9	0.0	0.9	0.1	0.0	0.1
A: Total Percent		60.6	6.5	67.1	61.1	6.6	67.7	35.1	1.5	36.6
B: Public	Central and Local Governments	30.1	0.0	30.1	29.7	0.0	29.7	51.8	0.0	51.8
	Parastatal Organizations	2.8	0.0	2.8	2.7	0.0	2.7	11.6	0.0	11.6
B: Total Percent		32.9	0.0	32.9	32.3	0.0	32.3	63.4	0.0	63.4
Total Percent: (A+B)		93.5	6.5	100.0	93.4	6.6	100.0	98.5	1.5	100.0
Total Employees		3,762,145	260,125	4,022,270	3,683,421	258,945	3,942,366	78,724	1180	79,904

Source: EES 2024/25

Table 2.5 shows that Tanzanian citizens accounted for 93.5 percent of persons in total regular employment in the formal sector in 2024/25. Results also indicate that, non-citizen regular employees are only in private sector (6.5 percent). Most of non-citizens regular employees in private sector are employed in profit making institutions (4.9 percent).

Key Message

Results indicate that Tanzania citizen employees account for 93.5 percent of total regular employees (3,762,145).

2.6 Employment by Industry and Category of Employment

This section presents the distribution of employees across different economic activities. An assessment of employment in these activities is important for understanding the structure of the workforce, evaluating the effectiveness of labour related policies and programmes, and identifying sectors that require targeted interventions and special attention to enhance employment creation and productivity.

Table 2.6A: Percentage Distribution of Total Employees by Industry and Category of Employment

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	3.4	14.7	4.8	3.5	14.7	4.8	1.2	12.0	1.9
Mining and quarrying	1.7	3.3	1.9	1.8	3.3	2.0	0.1	5.5	0.4
Manufacturing	14.1	27.9	15.7	14.3	27.9	16.0	1.3	22.8	2.6
Electricity, gas, steam and air conditioning supply	1.0	0.3	0.9	1.0	0.3	0.9	1.0	-	1.0
Water supply; sewage, waste management and remediation activities	0.7	0.6	0.7	0.6	0.6	0.6	4.1	-	3.8
Construction	2.5	9.9	3.4	2.5	9.7	3.3	2.9	21.0	4.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.5	10.7	7.9	7.6	10.8	8.0	1.8	4.4	2.0
Transportation and storage	3.3	1.8	3.1	3.3	1.8	3.1	3.1	0.7	3.0
Accommodation and food service activities	8.0	12.8	8.6	7.8	12.8	8.4	18.5	9.6	18.0
Information and communication	2.1	0.3	1.8	2.1	0.3	1.9	1.0	0.3	0.9
Financial and insurance activities	3.0	0.3	2.7	3.0	0.3	2.7	1.6	0.4	1.5
Real estate activities	0.3	0.0	0.2	0.3	0.0	0.2	0.2	-	0.2
Professional, scientific and technical activities	2.0	1.4	1.9	2.0	1.4	1.9	2.4	1.0	2.3
Administrative and support service activities	7.4	3.8	7.0	7.5	3.9	7.1	1.0	0.6	1.0
Public administration and Defense; compulsory social security	11.9	0.8	10.5	11.8	0.8	10.5	14.7	0.1	13.8
Education	18.1	2.1	16.2	17.8	2.0	15.9	32.1	10.6	30.8
Human Health and social work activities	7.2	2.5	6.6	7.1	2.4	6.5	12.1	9.9	12.0
Arts, entertainment and recreation	0.7	0.4	0.6	0.7	0.4	0.6	0.6	0.3	0.6
Other service activities	5.4	6.5	5.5	5.5	6.5	5.6	0.2	0.9	0.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	4,022,270	543,690	4,565,960	3,942,366	538,412	4,480,778	79,904	5,278	85,182

Source: EES 2024/25

Table 2.6A indicates that education industry has the largest share of total employment in Tanzania (16.2 percent) followed by the manufacturing industry (15.7 percent) and public administration, defence and compulsory social security with 10.5 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 first as an important industry for casual employment, employing 27.9 percent of casual employees, followed by the agriculture, forestry and fishing industry with 14.7 percent.

Key Message

Education and Manufacturing industries accounts for the largest share of total employment with 16.2 percent and 15.7 percent respectively

2.7 Employment by Industry, Category of Employment and Sex

Analysis of employment by industry, category of employment, and sex provides important insights into the structure and composition of the labour market. It helps to identify the extent to which men and women participate in different forms of employment. Such information is essential for understanding labour market dynamics, promoting inclusive employment growth, and addressing gender disparities in the workplace.

Table 2.6B: Percentage Distribution of Total employment by Industry, Category of Employment and Sex

Place of Residence	Industry	Regular Employees			Casual Employees			Total
		Male	Female	Total	Male	Female	Total	
URT	Agriculture, forestry and fishing	2.2	1.2	3.4	9.9	4.8	14.7	4.8
	Mining and quarrying	1.5	0.2	1.7	2.7	0.6	3.3	1.9
	Manufacturing	9.3	4.8	14.1	19.0	8.9	27.9	15.7
	Electricity, gas, steam and air conditioning supply	0.6	0.3	1.0	0.2	0.0	0.3	0.9
	Water supply; sewage, waste management and remediation activities	0.5	0.2	0.7	0.5	0.1	0.6	0.7
	Construction	2.0	0.5	2.5	8.8	1.1	9.9	3.4
	Wholesale and retail trade; repair of motor vehicles and motorcycles	4.9	2.6	7.5	8.4	2.4	10.7	7.9
	Transportation and storage	2.6	0.7	3.3	1.5	0.3	1.8	3.1
	Accommodation and food service activities	3.4	4.6	8.0	4.4	8.4	12.8	8.6
	Information and communication	1.0	1.1	2.1	0.2	0.1	0.3	1.8
	Financial and insurance activities	1.5	1.5	3.0	0.2	0.2	0.3	2.7
	Real estate activities	0.2	0.1	0.3	0.0	0.0	0.0	0.2
	Professional, scientific and technical activities	1.2	0.7	2.0	1.0	0.4	1.4	1.9
	Administrative and support service activities	5.4	2.1	7.4	2.8	1.0	3.8	7.0
	Public administration and Defense; compulsory social security	6.7	5.2	11.9	0.5	0.3	0.8	10.5
	Education	9.6	8.5	18.1	1.2	0.9	2.1	16.2
	Human health and social work activities	3.2	3.9	7.2	1.3	1.2	2.5	6.6
	Arts, entertainment and recreation	0.4	0.3	0.7	0.3	0.1	0.4	0.6
	Other service activities	3.3	2.2	5.4	4.4	2.1	6.5	5.5
	Total Employees	59.4	40.6	100.0	67.1	32.9	100.0	100.0
	Total Employees	2,388,510	1,633,760	4,022,270	365,067	178,623	543,690	4,565,960
TZM	Agriculture, forestry and fishing	2.2	1.2	3.5	9.9	4.8	14.7	4.8
	Mining and quarrying	1.6	0.2	1.8	2.7	0.6	3.3	2.0
	Manufacturing	9.5	4.9	14.3	19.0	8.9	27.9	16.0
	Electricity, gas, steam and air conditioning supply	0.6	0.3	1.0	0.2	0.0	0.3	0.9
	Water supply; sewage, waste management and remediation activities	0.4	0.2	0.6	0.5	0.1	0.6	0.6
	Construction	2.0	0.5	2.5	8.7	1.0	9.7	3.3
	Wholesale and retail trade; repair of motor vehicles and motorcycles	5.0	2.6	7.6	8.4	2.4	10.8	8.0
	Transportation and storage	2.6	0.7	3.3	1.5	0.3	1.8	3.1
	Accommodation and food service activities	3.2	4.6	7.8	4.4	8.4	12.8	8.4
	Information and communication	1.0	1.1	2.1	0.2	0.1	0.3	1.9
	Financial and insurance activities	1.5	1.5	3.0	0.2	0.2	0.3	2.7
	Real estate activities	0.2	0.1	0.3	0.0	0.0	0.0	0.2
	Professional, scientific and technical activities	1.2	0.7	2.0	1.0	0.4	1.4	1.9
	Administrative and support service activities	5.5	2.1	7.5	2.9	1.0	3.9	7.1
	Public administration and Defense; compulsory social security	6.6	5.2	11.8	0.5	0.3	0.8	10.5
	Education	9.6	8.2	17.8	1.2	0.8	2.0	15.9
	Human health and social work activities	3.2	3.9	7.1	1.2	1.2	2.4	6.5
	Arts, entertainment and recreation	0.4	0.3	0.7	0.3	0.1	0.4	0.6
	Other service activities	3.3	2.2	5.5	4.4	2.1	6.5	5.6

Place of Residence	Industry	Regular Employees			Casual Employees			Total
		Male	Female	Total	Male	Female	Total	
	Total Employees	59.6	40.4	100.0	67.1	32.9	100.0	100.0
	Total Employees	2,349,608	1,592,758	3,942,366	361,209	177,203	538,412	4,480,778
ZNZ	Agriculture, forestry and fishing	0.7	0.5	1.2	9.2	2.8	12.0	1.9
	Mining and quarrying	0.1	0.0	0.1	3.8	1.7	5.5	0.4
	Manufacturing	1.0	0.3	1.3	21.1	1.7	22.8	2.6
	Electricity, gas, steam and air conditioning supply	0.8	0.2	1.0	0.0	0.0	0.0	1.0
	Water supply; sewage, waste management and remediation activities	2.4	1.6	4.1	0.0	0.0	0.0	3.8
	Construction	2.6	0.3	2.9	18.7	2.3	21.0	4.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1.3	0.6	1.8	3.0	1.4	4.4	2.0
	Transportation and storage	1.6	1.5	3.1	0.5	0.1	0.7	3.0
	Accommodation and food service activities	11.8	6.7	18.5	5.3	4.3	9.6	18.0
	Information and communication	0.6	0.4	1.0	0.2	0.1	0.3	0.9
	Financial and insurance activities	0.9	0.7	1.6	0.2	0.1	0.4	1.5
	Real estate activities	0.1	0.0	0.2	0.0	0.0	0.0	0.2
	Professional, scientific and technical activities	1.1	1.3	2.4	0.9	0.1	1.0	2.3
	Administrative and support service activities	0.8	0.2	1.0	0.5	0.1	0.6	1.0
	Public administration and Defense; compulsory social security	8.1	6.6	14.7	0.0	0.0	0.1	13.8
	Education	9.7	22.4	32.1	4.0	6.6	10.6	30.8
	Human health and social work activities	4.6	7.5	12.1	4.9	5.0	9.9	12.0
	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	0.4	0.5	0.9	0.2
	Total Employees	48.7	51.3	100.0	73.1	26.9	100.0	100.0
	Total Employees	38,902	41,002	79,904	3,858	1,420	5,278	85,182

Source: EES 2024/25

The results in Table 2.6B reveal that the highest percentage of regular male employees work in the education industry (9.6 percent), followed by manufacturing (9.3 percent) and public administration, defense, and compulsory social security (6.7 percent). In contrast, a larger share of females is employed in education (8.5 percent) and public administration, defense, and compulsory social security (5.2 percent).

With regard to casual employment, the results indicate that industry with the larger proportion of casual employment is Manufacturing (27.9 percent) with larger proportion of males (19.0 percent) than females (8.9 percent). Agriculture, forestry and fishing industry ranked second with (14.7 percent) where by males constitute larger proportion (9.9 percent) compared with females (4.8 percent). Results further indicate that female casual employees dominate in accommodation and food service activities (8.4 percent) and male having 4.4 percent.

2.8 Employment by Industry and Sector

The disaggregation of employment by industry and sector of employment is essential for labour market analysis. It provides valuable information on the distribution of employment

across different economic activities and sectors, enabling the assessment of employment patterns and trends over time. Such analysis helps to identify industries that are expanding or contracting in terms of employment opportunities and highlights sectors that contribute most to job creation. Furthermore, this information is important for monitoring and evaluating the effectiveness of employment policies and programmes, as well as identifying areas that require targeted interventions.

Table 2.7: Percentage Distribution of Total Employees by Industry and Sector

Industry	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Agriculture, forestry and fishing	6.1	1.6	4.8	6.1	1.5	4.8	1.9	1.9	1.9
Mining and quarrying	2.6	0.4	1.9	2.6	0.4	2.0	1.1	0.0	0.4
Manufacturing	22.0	0.6	15.7	22.2	0.6	16.0	5.8	0.4	2.6
Electricity, gas, steam and air conditioning supply	0.5	1.6	0.9	0.6	1.6	0.9	0.0	1.6	1.0
Water supply; sewage, waste management and remediation activities	0.2	1.7	0.7	0.2	1.5	0.6	0.0	6.4	3.8
Construction	4.4	0.9	3.4	4.3	0.9	3.3	7.9	1.4	4.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.1	0.3	7.9	11.1	0.3	8.0	3.9	0.7	2.0
Transportation and storage	3.6	2.1	3.1	3.6	2.0	3.1	1.7	3.8	3.0
Accommodation and food service activities	12.1	0.0	8.6	11.8	0.0	8.4	44.3	0.0	18.0
Information and communication	2.3	0.7	1.8	2.4	0.7	1.9	0.9	1.0	0.9
Financial and insurance activities	3.4	0.8	2.7	3.4	0.8	2.7	1.3	1.6	1.5
Real estate activities	0.3	0.1	0.2	0.3	0.1	0.2	0.1	0.2	0.2
Professional, scientific and technical activities	1.1	3.9	1.9	1.1	3.9	1.9	0.5	3.6	2.3
Administrative and support service activities	9.1	2.0	7.0	9.1	2.1	7.1	2.5	0.0	1.0
Public administration and Defense; compulsory social security	0.7	34.0	10.5	0.8	34.4	10.5	0.0	23.2	13.8
Education	7.2	37.6	16.2	7.0	37.6	15.9	21.2	37.3	30.8
Human health and social work activities	5.1	10.2	6.6	5.1	9.9	6.5	5.9	16.1	12.0
Arts, entertainment and recreation	0.8	0.3	0.6	0.8	0.3	0.6	0.4	0.7	0.6
Other service activities	7.3	1.2	5.5	7.4	1.3	5.6	0.6	0.0	0.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	3,220,452	1,345,508	4,565,960	3,185,946	1,294,832	4,480,778	34,506	50,676	85,182

Source: EES 2024/25

Table 2.7 shows that the manufacturing industry employs the highest percentage of private sector workers (22.0 percent), with accommodation and food service activities coming second at 12.1 percent. As regards to public sector, the industry with the larger proportion of employment is Education with 37.6 percent followed by public administration, defense and compulsory social security industry with 34.0 percent. The industries with the lowest proportion of employment in public sector is Accommodation and food service activities (0.0 percent) followed by Real estate activities with 0.1 percent.

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

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	4.1	3.5	3.9	4.1	3.6	3.9	2.6	1.3	1.9
Mining and quarrying	2.9	0.7	2.0	2.9	0.7	2.1	0.6	0.3	0.4
Manufacturing	16.5	10.9	14.3	16.7	11.2	14.5	4.5	0.7	2.6
Electricity, gas, steam and air conditioning supply	0.9	0.6	0.8	0.9	0.6	0.8	1.6	0.4	1.0
Water supply; sewage, waste management and remediation activities	0.7	0.5	0.6	0.7	0.4	0.6	4.6	3.1	3.9
Construction	4.8	1.5	3.5	4.7	1.5	3.5	7.3	0.9	4.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.1	6.7	8.1	9.2	6.8	8.3	2.8	1.3	2.0
Transportation and storage	4.3	1.8	3.3	4.3	1.8	3.3	3.1	2.9	3.0
Accommodation and food service activities	5.8	13.3	8.8	5.6	13.3	8.6	21.5	12.4	17.0
Information and communication	1.6	2.6	2.0	1.6	2.6	2.0	1.1	0.8	1.0
Financial and insurance activities	2.0	3.1	2.4	2.0	3.1	2.5	1.7	1.4	1.5
Real estate activities	0.3	0.2	0.2	0.3	0.2	0.2	0.2	0.1	0.2
Professional, scientific and technical activities	1.9	1.8	1.8	1.9	1.8	1.8	2.3	2.5	2.4
Administrative and support service activities	8.2	4.7	6.8	8.3	4.8	6.9	1.5	0.5	1.0
Public administration and Defense; compulsory social security	10.5	12.5	11.3	10.4	12.5	11.2	15.3	12.6	14.0
Education	15.0	20.4	17.1	14.9	19.8	16.9	19.0	43.3	31.1
Human health and social work activities	5.1	9.4	6.8	5.1	9.2	6.7	9.3	14.9	12.1
Arts, entertainment and recreation	0.6	0.7	0.7	0.6	0.7	0.7	0.6	0.6	0.6
Other service activities	5.7	5.3	5.5	5.8	5.4	5.7	0.2	0.2	0.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	2,581,493	1,691,121	4,272,614	2,539,477	1,649,135	4,188,612	42,016	41,986	84,002

Source: EES 2024/25

Results in Table 2.8 shows that a higher proportion of female citizen employees work in Education (20.4 percent), Accommodation and Food Services Activities (13.3 percent), Public Administration and Defense including Compulsory Social Security (12.5 percent), and Manufacturing (10.9 percent). Male citizen employees are dominated in Manufacturing (16.5 percent); Education (15.0 percent); Public Administration and Defense including Compulsory Social Security (10.5 percent) and Wholesale and Retail Trade (9.1 percent).

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

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	2.7	13.5	3.4	2.8	13.6	3.5	1.3	0.0	1.2
Mining and quarrying	1.8	0.3	1.7	1.9	0.3	1.8	0.1	0.0	0.1
Manufacturing	12.5	37.5	14.1	12.7	37.6	14.3	1.3	0.0	1.3
Electricity, gas, steam and air conditioning supply	0.8	2.6	1.0	0.8	2.6	1.0	1.0	0.0	1.0
Water supply; sewage, waste management and remediation activities	0.6	1.1	0.7	0.6	1.1	0.6	4.1	0.0	4.1
Construction	2.6	0.3	2.5	2.6	0.3	2.5	3.0	0.0	2.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.7	4.5	7.5	7.8	4.5	7.6	1.9	0.0	1.8
Transportation and storage	3.5	0.7	3.3	3.5	0.7	3.3	3.2	0.0	3.1
Accommodation and food service activities	8.1	6.2	8.0	7.9	5.8	7.8	17.5	88.7	18.5
Information and communication	2.2	0.1	2.1	2.2	0.1	2.1	1.0	0.0	1.0
Financial and insurance activities	2.7	6.6	3.0	2.7	6.7	3.0	1.6	0.0	1.6
Real estate activities	0.3	-	0.3	0.3	-	0.3	0.2	0.0	0.2
Professional, scientific and technical activities	1.9	3.0	2.0	1.9	3.0	2.0	2.5	0.0	2.4
Administrative and support service activities	7.2	10.6	7.4	7.3	10.7	7.5	1.0	2.0	1.0
Public administration and defense; compulsory social security	12.7	0.1	11.9	12.6	0.1	11.8	14.9	0.0	14.7
Education	19.2	2.2	18.1	18.9	2.2	17.8	32.5	4.2	32.1
Human Health and social work activities	7.4	3.9	7.2	7.3	3.9	7.1	12.3	2.5	12.1
Arts, entertainment and recreation	0.7	0.6	0.7	0.7	0.6	0.7	0.6	0.0	0.6
Other service activities	5.4	6.3	5.4	5.5	6.3	5.5	0.2	2.5	0.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	3,762,145	260,125	4,022,270	3,683,421	258,945	3,942,366	78,724	1,180	79,904

Source: EES 2024/25

According to Table 2.9, the education sector employs the largest share of regular citizen employees at 19.2 percent, followed by the public administration, defense, and compulsory social security with 12.7 percent and manufacturing industry with 12.5 percent. The findings further reveal that the majority of non-citizen regular employees are in Manufacturing industry (37.5 percent) followed by Agriculture, forestry and fishing (13.5 percent) and Administrative and support service activities (10.6 percent).

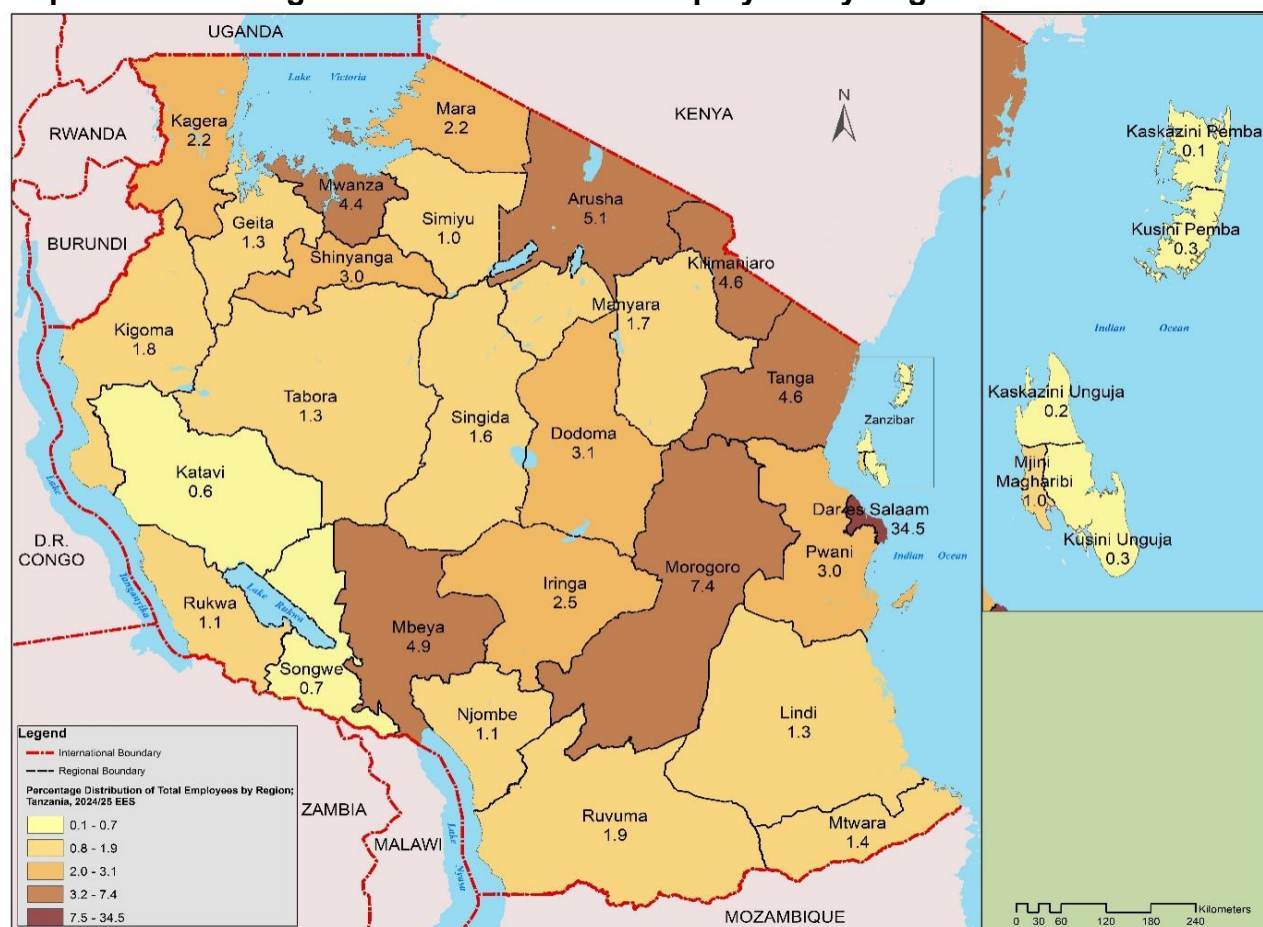
2.11 Employment by Region and Sector

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

Region	Private	Public	Total
Dodoma	1.6	1.6	3.1
Arusha	4.4	0.7	5.1
Kilimanjaro	3.3	1.4	4.6
Tanga	3.0	1.6	4.6
Morogoro	4.9	2.5	7.4
Pwani	1.7	1.3	3.0
Dar es Salaam	31.9	2.5	34.5
Lindi	0.3	1.0	1.3
Mtwara	0.8	0.6	1.4
Ruvuma	1.0	0.9	1.9
Iringa	1.7	0.8	2.5
Mbeya	3.4	1.5	4.9
Singida	0.8	0.8	1.6
Tabora	0.6	0.8	1.3
Rukwa	0.6	0.5	1.1
Kigoma	0.9	0.9	1.8
Shinyanga	1.2	1.8	3.0
Kagera	1.0	1.2	2.2
Mwanza	3.1	1.3	4.4
Mara	1.1	1.1	2.2
Manyara	1.0	0.7	1.7
Njombe	0.4	0.7	1.1
Katavi	0.2	0.4	0.6
Simiyu	0.5	0.5	1.0
Geita	0.5	0.8	1.3
Songwe	0.3	0.4	0.7
Kaskazini Unguja	0.2	0.1	0.2
Kusini Unguja	0.2	0.1	0.3
Mjini Magharibi	0.4	0.7	1.0
Kaskazini Pemba	0.03	0.03	0.1
Kusini Pemba	0.02	0.2	0.3
Total Percent	70.5	29.5	100.0
Total Employees	3,220,452	1,345,508	4,565,960

Source: EES 2024/25

Map 2. 1: Percentage Distribution of Total Employees by Region

Source: EES 2024/25

The results show that Dar es Salaam region accounts for the highest share of total employees at 34.5 percent in 2024/25, followed by Morogoro with 7.4 percent, Arusha at 5.1 percent, and Mbeya with 4.9 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 (31.9 percent) followed by Morogoro at 4.9 percent and Arusha 4.4 percent. Furthermore, for the public sector, Dar es Salaam and Morogoro regions have the highest proportion of employees with 2.5 percent each, followed by Shinyanga with 1.8 percent. (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

Region	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	1.8	1.4	3.3	1.3	0.8	2.2	3.1
Arusha	3.0	2.6	5.5	1.3	0.9	2.1	5.1
Kilimanjaro	2.5	2.3	4.8	2.6	0.9	3.5	4.6
Tanga	2.4	1.7	4.1	4.6	3.8	8.4	4.6
Morogoro	4.6	2.7	7.3	5.3	2.4	7.7	7.4
Pwani	1.8	1.2	3.0	1.4	0.9	2.3	3.0
Dar es Salaam	21.2	13.4	34.7	23.7	9.2	32.9	34.5
Lindi	0.9	0.5	1.4	0.6	0.2	0.8	1.3
Mtwara	0.8	0.5	1.3	1.2	1.2	2.4	1.4
Ruvuma	1.0	0.7	1.7	2.4	0.5	2.9	1.9
Iringa	1.4	1.2	2.6	1.0	0.7	1.6	2.5
Mbeya	2.6	2.0	4.6	5.0	2.5	7.5	4.9
Singida	0.9	0.6	1.5	1.8	0.5	2.3	1.6
Tabora	0.9	0.6	1.4	0.3	0.2	0.4	1.3
Rukwa	0.7	0.4	1.1	0.6	0.2	0.8	1.1
Kigoma	1.1	0.5	1.6	2.5	0.9	3.4	1.8
Shinyanga	1.9	1.2	3.1	1.4	0.9	2.3	3.0
Kagera	1.3	1.0	2.2	1.3	0.7	2.0	2.2
Mwanza	2.4	1.8	4.2	3.3	2.1	5.3	4.4
Mara	1.3	0.9	2.2	1.2	1.0	2.2	2.2
Manyara	1.3	0.5	1.8	0.7	0.6	1.3	1.7
Njombe	0.6	0.6	1.1	0.5	0.5	1.0	1.1
Katavi	0.4	0.2	0.6	0.3	0.1	0.4	0.6
Simiyu	0.6	0.3	0.9	0.8	0.5	1.3	1.0
Geita	0.7	0.6	1.3	1.2	0.5	1.7	1.3
Songwe	0.4	0.3	0.8	0.2	0.2	0.4	0.7
Kaskazini Unguja	0.1	0.1	0.2	0.1	0.0	0.1	0.2
Kusini Unguja	0.2	0.1	0.3	0.1	0.0	0.1	0.3
Mjini Magharibi	0.5	0.6	1.1	0.5	0.2	0.6	1.0
Kaskazini Pemba	0.03	0.02	0.1	0.1	0.02	0.1	0.1
Kusini Pemba	0.1	0.2	0.3	0.04	0.01	0.05	0.3
Total Percent	59.4	40.6	100.0	67.1	32.9	100.0	100.0
Total Employees	2,388,510	1,633,760	4,022,270	365,067	178,623	543,690	4,565,960

Source: EES 2024/25

Results from Table 2.11 show that the largest share of total regular employees are found in Dar es Salaam region where majority are males (21.2 percent) and females (13.4 percent). The same trend is observed in Arusha region with males having larger proportion (4.6 percent) than females (2.7 percent). In addition, most of casual workers are also found in Dar es Salaam region with 32.9 percent followed by Tanga (8.4 percent),

Morogoro (7.7 percent) and Mbeya (7.5 percent). In these regions, casual workers are mainly dominated by males than females.

In addition to that, some of regions reported the least proportion of regular employees such as Kaskazini Pemba (0.1 percent) followed by Kaskazini Unguja with 0.2 percent. The same results are observed for the casual workers and there is no significant difference between males and females across these regions.

2.13 Employment in Private and Public Sectors by Region

This section presents the distribution of employees in the private and public sectors by region and age group. The analysis provides insights into the contribution and performance of both sectors in generating employment opportunities for adults and youth across the country. It also highlights the important role of the private sector, which is widely recognized as a key driver of economic growth and employment creation. The findings can be used to assess regional disparities in employment and support the formulation of policies and programmes aimed at promoting inclusive and sustainable job creation.

Table 2.12: Percentage Distribution of Total Employees by Sector, Region and Age Group

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 - 35 Years)
Dodoma	2.0	2.4	6.0	4.6
Arusha	9.8	4.3	3.3	1.6
Kilimanjaro	6.0	3.9	4.9	4.5
Tanga	4.2	4.3	6.0	4.8
Morogoro	8.3	6.1	10.2	6.8
Pwani	2.8	2.1	4.0	4.9
Dar es Salaam	39.3	48.5	7.7	9.5
Lindi	0.5	0.4	2.7	4.2
Mtwara	1.2	1.0	2.1	2.3
Ruvuma	0.8	1.7	2.6	3.3
Iringa	3.7	1.7	3.2	2.2
Mbeya	4.5	5.0	5.3	4.8
Singida	1.0	1.1	2.5	3.2
Tabora	0.6	0.9	1.7	3.4
Rukwa	0.6	0.9	1.7	1.9
Kigoma	1.3	1.3	2.9	3.0
Shinyanga	2.0	1.5	6.0	6.1
Kagera	1.8	1.1	3.7	4.6
Mwanza	4.5	4.3	4.1	4.7
Mara	1.3	1.6	3.8	3.6
Manyara	1.6	1.3	2.9	1.9

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 – 35 Years)
Njombe	0.2	0.8	2.5	2.3
Katavi	0.3	0.3	1.2	1.4
Simiyu	0.4	0.8	1.4	2.1
Geita	0.4	1.0	1.3	3.9
Songwe	0.1	0.5	1.7	1.4
Kaskazini Unguja	0.1	0.3	0.1	0.3
Kusini Unguja	0.2	0.3	0.4	0.2
Mjini Magharibi	0.4	0.6	2.9	1.6
Kaskazini Pemba	0.1	0.04	0.1	0.1
Kusini Pemba	0.03	0.03	0.9	0.7
Total Percent	100.0	100.0	100.0	100.0
Total Employees	1,142,088	2,078,365	682,586	662,922

Source: EES 2024/25

Table 2.12 indicates that Dar es Salaam region had the highest share of adult employees in private sector with 39.3 percent followed by Arusha region (9.8 percent) and Morogoro (8.3 percent). It is also revealed that Dar es Salaam had the highest share of youth employees in private sector with 48.5 percent followed by Morogoro with 6.1 percent and Mbeya (5.0 percent). On the other hand, Kusini Pemba region has recorded the least proportion of adult employees aged 36 years and above and youth 15 – 35 years in private sector.

Moreover, the findings reveal that Morogoro region had the highest share of adult employees in the public sector with 10.2 percent followed by Dar es Salaam (7.7 percent), Dodoma, Shinyanga, and Tanga with 6.0 percent each. In addition, Dar es Salaam is observed to have the highest share of youth employees with 9.5 percent followed by Morogoro with 6.8 percent and Shinyanga (6.1 percent).

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)

Monthly Wage Rate (TZS) Group	URT			TSM			ZNS		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Up to 140,000	3.0	-	1.3	3.0	-	1.4	2.3	-	0.1
140,001 -199,999	10.4	-	4.7	10.4	-	4.8	3.5	-	0.2
200,000-299,999	16.4	-	7.4	16.4	-	7.5	8.5	-	0.4
300,000-399,999	16.4	1.6	8.3	16.4	1.4	8.2	25.7	9.2	10.0
400,000-499,999	12.2	4.9	8.2	12.2	4.7	8.1	15.1	10.3	10.5
500,000-599,999	12.1	11.6	11.9	12.1	11.5	11.8	13.9	16.0	15.9
600,000 - 699,999	5.7	13.4	10.0	5.7	13.5	9.9	7.5	10.4	10.2
Above 700,000	23.7	68.4	48.4	23.8	69.0	48.3	23.4	54.2	52.7
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	1,036,352	1,274,958	2,311,310	1,033,835	1,227,228	2,261,063	2,517	47,730	50,247

Source: EES 2024/25

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 48.4 percent. Of these, 23.7 percent were employed in the private sector, while 68.4 percent were in the public sector. This was followed by employees earning between TZS 500,000 and 599,999, who made up 11.9 percent of the total. Notably, all regular employees with permanent contract 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 (48.4 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

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Up to 140,000	11.8	0.0	11.4	11.9	0.0	11.5	4.1	0.0	3.7
140,001 -199,999	11.7	0.0	11.3	11.8	0.0	11.4	4.6	0.0	4.2
200,000-299,999	19.9	0.0	19.2	20.1	0.0	19.5	9.5	0.0	8.5
300,000-399,999	16.7	21.7	16.8	16.3	23.1	16.5	36.8	0.0	33.0
400,000-499,999	11.0	8.6	10.9	11.0	9.1	10.9	13.6	0.0	12.2
500,000-599,999	12.7	23.9	13.1	12.5	19.3	12.7	21.3	97.4	29.2
600,000 - 699,999	5.7	27.6	6.5	5.8	29.3	6.6	3.1	0.0	2.8
Above 700,000	10.5	18.3	10.8	10.6	19.2	10.9	6.8	2.6	6.4
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	1,400,536	50,299	1,450,835	1,374,998	47,360	1,422,358	25,538	2,939	28,477

Source: EES 2024/25

Findings in Table 3.2 indicate that, majority of employees with temporary contracts in United Republic of Tanzania earned monthly wages between TZS 200,000 and 299,999 (19.2 percent) with private sector having all the proportion (19.9 percent). Employees who earned monthly wages between TZS 300,000 and 399,999 has the second largest proportion (16.8 percent) of whom a larger proportion of such employees are in public

sector (21.7 percent) compared to private sector constitute 16.7 percent. This is followed by employees who earned monthly wages between TZS 500,000 and 599,999.

Furthermore, results show that, employees with temporary contracts in URT who earned monthly wages more than TZS 700,000 constituted 10.8 percent. A larger proportion of such employees were in public sector (18.3 percent) compared to private sector (10.5 percent).

Key Message

Most of the regular citizens employees with temporary contracts in United Republic of Tanzania earned monthly wages between TZS 200,000 and 299,999 with private sector consisting all the proportion (19.9 percent).

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

Monthly Wage Rate (TZS) Group	URT			TSM			ZMZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to 140,000	1.2	1.6	1.3	1.2	1.6	1.4	0.0	0.2	0.1
140,001 -199,999	4.4	5.0	4.7	4.5	5.1	4.8	0.1	0.2	0.2
200,000-299,999	7.7	7.0	7.4	7.8	7.2	7.5	0.3	0.5	0.4
300,000-399,999	8.9	7.4	8.3	8.9	7.3	8.2	10.2	9.9	10.0
400,000-499,999	8.7	7.4	8.2	8.7	7.3	8.1	8.3	12.1	10.5
500,000-599,999	11.5	12.4	11.9	11.4	12.3	11.8	16.8	15.1	15.9
600,000 - 699,999	9.6	10.4	10.0	9.6	10.4	9.9	10.0	10.4	10.2
Above 700,000	48.0	48.9	48.4	47.9	48.8	48.3	54.3	51.5	52.7
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	1,330,573	980,737	2,311,310	1,309,094	951,969	2,261,063	21,479	28,768	50,247

Source: EES 2024/25

Results in Table 3.3 show that a slightly higher proportion of female employees with permanent contracts earned monthly wages above TZS 700,000 (48.9 percent) compared with their male counterparts (48.0 percent). Female employees also had higher proportions than male employees in the wage categories of TZS 600,000 – 699,999, TZS 500,000 – 599,999, TZS 140,001 – 199,999 and below TZS 140,001. In contrast, male

employees with permanent contracts recorded higher proportions than female employees in all remaining monthly wage categories.

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

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to 140,000	10.0	13.6	11.4	10.2	13.7	11.5	1.2	7.3	3.7
140,001 -199,999	9.4	14.5	11.3	9.5	14.7	11.4	1.8	7.5	4.2
200,000-299,999	19.5	18.8	19.2	19.7	19.0	19.5	6.1	11.9	8.5
300,000-399,999	17.7	15.4	16.8	17.4	15.0	16.5	33.4	32.5	33.0
400,000-499,999	11.5	10.0	10.9	11.5	10.0	10.9	13.6	10.2	12.2
500,000-599,999	12.9	13.3	13.1	12.5	13.1	12.7	32.9	23.9	29.2
600,000 - 699,999	6.9	5.8	6.5	6.9	5.9	6.6	3.4	2.0	2.8
Above 700,000	12.1	8.6	10.8	12.2	8.7	10.9	7.6	4.7	6.4
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	910,596	540,238	1,450,835	893,917	528,440	1,422,358	16,679	11,798	28,477

Source: EES 2024/25

Findings in Table 3.4 indicate that the largest proportion of female citizen employees with temporary contracts earned monthly wages between TZS 200,000 and 299,999 (18.8 percent), followed by those earning between TZS 300,000 and 399,999 (15.4 percent). Meanwhile, the largest proportion of male citizen employees with temporary contracts earned monthly wages between TZS 200,000 and 299,999 (19.5 percent), followed by those earning between TZS 300,000 and 399,999 (17.7 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)

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	2.0	23.7	15.5	9.2	5.6	7.3	8.2	28.5	100.0
	Mining and quarrying	0.1	5.4	5.2	6.6	15.6	26.1	8.6	32.3	100.0
	Manufacturing	2.4	14.1	16.4	16.4	13.5	11.7	6.7	18.7	100.0
	Electricity, gas, steam and air conditioning supply	0.1	0.1	1.7	1.7	22.1	20.4	18.0	35.9	100.0
	Water supply; sewage, waste management and remediation activities	2.5	0.0	0.2	9.2	4.1	9.4	8.3	66.3	100.0
	Construction	0.4	5.2	3.5	15.2	28.4	9.1	3.7	34.5	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	2.2	7.0	20.2	21.3	14.2	12.9	4.8	17.4	100.0
	Transportation and storage	0.5	0.8	6.3	23.2	8.7	8.6	5.0	47.0	100.0
	Accommodation and food service activities	7.6	16.8	29.3	20.2	9.5	7.8	2.6	6.1	100.0
	Information and communication	0.2	2.4	3.8	5.0	4.5	5.0	5.2	74.0	100.0
	Financial and insurance activities	0.2	0.5	2.0	2.2	1.8	3.4	3.8	86.1	100.0
	Real estate activities	0.0	0.0	0.0	0.0	0.0	69.9	18.3	11.8	100.0
	Professional, scientific and technical activities	0.1	0.3	1.1	2.6	5.1	13.8	16.6	60.2	100.0
	Administrative and support service activities	1.8	8.3	14.0	14.8	6.9	12.5	7.0	34.6	100.0
	Public administration and defense; compulsory social security	0.0	0.1	0.8	0.8	5.3	11.7	10.0	71.3	100.0
	Education	0.3	0.9	2.3	4.5	6.3	11.5	14.9	59.2	100.0
	Human Health and social work activities	0.3	1.3	3.6	7.2	6.8	14.7	14.1	52.0	100.0
	Arts, entertainment and recreation	3.1	21.5	18.5	14.8	7.0	7.2	6.4	21.5	100.0
	Other service activities	8.2	7.8	16.7	11.8	13.1	16.7	3.3	22.4	100.0
	Total	31,064	107,505	170,179	191,058	188,848	273,995	230,103	1,118,558	2,311,310
TZM	Agriculture, forestry and fishing	2.0	24.1	15.7	9.2	5.4	7.0	8.2	28.5	100.0
	Mining and quarrying	0.1	5.4	5.2	6.6	15.6	26.1	8.6	32.3	100.0
	Manufacturing	2.4	14.1	16.4	16.5	13.5	11.7	6.7	18.7	100.0
	Electricity, gas, steam and air conditioning supply	0.1	0.1	1.7	1.8	22.7	20.9	18.1	34.6	100.0
	Water supply; sewage, waste management and remediation activities	2.9	0.0	0.2	5.4	3.2	7.3	8.4	72.6	100.0
	Construction	0.4	5.4	3.6	15.4	28.9	8.3	3.4	34.8	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	2.2	7.0	20.3	21.3	14.2	12.9	4.8	17.3	100.0
	Transportation and storage	0.5	0.8	6.5	23.8	8.9	8.6	4.9	46.0	100.0
	Accommodation and food service activities	7.7	17.0	29.6	20.0	9.4	7.7	2.5	6.0	100.0
	Information and communication	0.2	2.4	3.9	5.0	4.5	4.9	5.1	74.1	100.0
	Financial and insurance activities	0.2	0.5	2.0	2.2	1.8	3.4	3.8	86.1	100.0
	Real estate activities	0.0	0.0	0.0	0.0	0.0	70.6	18.5	11.0	100.0
	Professional, scientific and technical activities	0.1	0.4	1.2	2.6	5.0	13.8	16.7	60.2	100.0
	Administrative and support service activities	1.8	8.3	14.0	14.8	6.9	12.5	7.0	34.6	100.0
	Public administration and defense; compulsory social security	0.0	0.1	0.8	0.5	5.2	11.7	10.0	71.6	100.0
	Education	0.3	0.9	2.4	4.4	6.1	11.4	15.2	59.2	100.0
	Human Health and social work activities	0.3	1.4	3.8	7.0	6.5	14.5	13.9	52.7	100.0
	Arts, entertainment and recreation	3.2	22.3	19.1	14.9	6.6	6.7	6.2	21.0	100.0
	Other service activities	8.2	7.8	16.7	11.8	13.1	16.7	3.3	22.4	100.0
	Total	31,006	107,416	169,964	186,031	183,572	266,027	224,965	1,092,082	2,261,063
ZNZ	Agriculture, forestry and fishing	0.0	0.0	0.0	13.8	20.7	30.1	10.8	24.5	100.0
	Mining and quarrying	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	100.0
	Manufacturing	0.0	5.9	2.1	3.8	5.9	16.9	8.4	57.0	100.0
	Electricity, gas, steam and air conditioning supply	0.0	0.0	0.0	0.0	0.0	3.2	15.5	81.3	100.0
	Water supply; sewage, waste management and remediation activities	0.0	0.0	0.0	33.5	10.1	22.6	7.2	26.7	100.0
	Construction	0.0	0.0	0.0	5.9	4.2	49.0	17.1	23.8	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	0.0	0.2	1.4	11.7	13.9	11.7	7.0	54.1	100.0
	Transportation and storage	0.0	0.1	0.1	1.0	1.1	8.8	7.6	81.3	100.0
	Accommodation and food service activities	0.1	0.4	1.5	36.1	18.7	14.8	13.4	15.0	100.0
	Information and communication	0.0	0.0	1.1	3.2	7.0	7.8	10.4	70.6	100.0
	Financial and insurance activities	0.0	0.2	0.0	0.3	1.6	6.3	1.5	90.0	100.0
	Real estate activities	0.0	0.0	0.0	2.7	0.0	7.3	3.6	86.4	100.0
	Professional, scientific and technical activities	0.0	0.0	0.1	5.2	7.2	13.1	14.0	60.3	100.0
	Administrative and support service activities	3.1	3.1	3.1	18.8	18.8	28.1	0.0	25.0	100.0
	Public administration and defense; compulsory social security	0.0	0.0	0.0	11.7	9.0	12.3	9.7	57.3	100.0
	Education	0.3	0.3	0.9	5.8	11.5	14.8	7.1	59.4	100.0
	Human Health and social work activities	0.0	0.1	0.2	12.5	12.8	20.9	18.4	35.0	100.0
	Arts, entertainment and recreation	0.0	0.0	0.0	11.1	17.9	23.9	11.7	35.3	100.0
	Other service activities	5.3	0.0	0.0	7.9	5.3	15.8	5.3	60.5	100.0
	Total	58	89	215	5,027	5,276	7,968	5,138	26,476	50,247

Source: EES 2024/25

Findings in Table 3.5 indicate that the Financial and insurance activities in United Republic of Tanzania has the highest proportion of employees with permanent contracts earning wages above TZS 700,000, accounting for 86.1 percent, followed by the Information and communication sector at 74.0 percent. In contrast, other service activities and; Accommodation and food service activities sectors have the highest proportion of permanent employees earning up to TZS 140,000 with 8.2 percent and 7.6 percent respectively.

Key Message

Financial and insurance activities have the largest proportion of employees with permanent contracts in URT earning higher wages - above TZS 700,000 (86.1 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

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	11.6	13.1	34.2	12.0	6.5	12.3	3.7	6.5	100.0
	Mining and quarrying	41.4	2.7	4.3	3.1	4.7	12.4	3.8	27.8	100.0
	Manufacturing	6.8	15.4	18.9	16.4	13.3	11.4	8.3	9.6	100.0
	Electricity, gas, steam and air conditioning supply	0.9	5.1	23.4	31.8	9.2	17.5	5.0	7.1	100.0
	Water supply; sewage, waste management and remediation activities	1.4	0.8	6.4	15.9	6.5	32.4	21.0	15.6	100.0
	Construction	1.7	1.8	5.7	9.3	7.9	35.6	18.0	20.0	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	5.1	8.7	26.2	21.1	14.2	11.5	4.3	8.8	100.0
	Transportation and storage	0.5	2.0	17.4	16.4	19.5	19.0	10.1	15.0	100.0
	Accommodation and food service activities	27.9	21.2	18.1	17.4	6.2	5.7	1.7	2.0	100.0
	Information and communication	1.1	0.5	6.7	20.5	6.4	40.4	7.7	16.6	100.0
	Financial and insurance activities	0.5	8.2	5.2	12.0	10.4	18.2	13.8	31.7	100.0
	Real estate activities	0.0	0.0	1.6	36.5	35.0	11.1	11.1	4.8	100.0
	Professional, scientific and technical activities	6.8	5.0	27.1	13.9	8.3	24.4	5.5	8.8	100.0
	Administrative and support service activities	17.1	15.3	29.0	19.7	8.9	4.5	1.3	4.3	100.0
	Public administration and defense; compulsory social security	9.8	12.7	23.0	16.4	6.3	11.3	16.6	4.0	100.0
	Education	3.2	5.5	15.6	19.0	14.0	17.3	11.3	14.0	100.0
	Human Health and social work activities	2.9	4.8	13.6	18.0	12.8	12.8	9.8	25.4	100.0
	Arts, entertainment and recreation	1.6	17.9	28.7	28.2	13.5	5.5	4.1	0.4	100.0
	Other service activities	11.8	15.8	20.1	13.4	12.6	11.5	5.0	9.9	100.0
	Total	164,680	163,997	279,254	244,447	158,434	189,400	94,138	156,485	1,450,835
TZM	Agriculture, forestry and fishing	11.6	13.1	34.2	12.0	6.5	12.3	3.7	6.5	100.0
	Mining and quarrying	41.4	2.7	4.3	3.0	4.7	12.4	3.8	27.8	100.0
	Manufacturing	6.8	15.5	18.9	16.3	13.2	11.4	8.3	9.6	100.0
	Electricity, gas, steam and air conditioning supply	0.9	5.1	23.4	31.8	9.2	17.5	5.0	7.1	100.0
	Water supply; sewage, waste management and remediation activities	1.6	0.9	7.3	18.2	7.4	22.6	24.0	17.9	100.0
	Construction	1.7	1.9	5.8	9.1	7.9	34.7	18.5	20.4	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	5.2	8.8	26.4	20.8	14.3	11.5	4.3	8.8	100.0
	Transportation and storage	0.5	2.1	17.6	16.5	19.7	18.3	10.2	15.1	100.0
	Accommodation and food service activities	29.7	22.5	19.2	15.3	5.4	4.7	1.5	1.7	100.0
	Information and communication	1.1	0.5	6.7	20.5	6.4	40.4	7.8	16.6	100.0
	Financial and insurance activities	0.5	8.2	5.3	12.2	10.5	17.3	13.8	32.1	100.0
	Real estate activities	0.0	0.0	0.0	52.2	47.8	0.0	0.0	0.0	100.0
	Professional, scientific and technical activities	7.0	5.1	27.8	14.0	8.4	23.0	5.7	9.0	100.0
	Administrative and support service activities	17.1	15.3	28.9	19.6	8.9	4.5	1.3	4.3	100.0
	Public administration and defense; compulsory social security	10.2	13.2	24.0	17.1	6.5	7.8	17.3	3.8	100.0
	Education	2.7	5.1	15.2	19.0	14.3	17.5	11.8	14.4	100.0
	Human Health and social work activities	2.9	4.8	13.8	17.9	12.7	12.5	9.9	25.6	100.0
	Arts, entertainment and recreation	1.6	18.1	28.7	28.0	13.6	5.4	4.2	0.5	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
	Other service activities	11.8	15.8	20.1	13.4	12.6	11.5	5.0	9.8	100.0
	Total	163,627	162,810	276,825	235,047	154,955	181,087	93,345	154,662	1,422,358
ZNZ	Agriculture, forestry and fishing	0.0	0.0	0.0	0.0	25.0	37.5	37.5	0.0	100.0
	Mining and quarrying	49.4	0.0	11.7	36.4	1.3	1.3	0.0	0.0	100.0
	Manufacturing	1.0	0.9	5.8	39.0	32.8	14.8	2.5	3.3	100.0
	Electricity, gas, steam and air conditioning supply									
	Water supply; sewage, waste management and remediation activities	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	100.0
	Construction	0.0	0.0	0.1	16.3	8.0	69.7	0.8	5.1	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1.2	0.9	6.2	65.3	10.7	6.6	3.8	5.3	100.0
	Transportation and storage	0.2	0.0	1.7	12.1	4.1	75.4	0.6	5.9	100.0
	Accommodation and food service activities	0.4	1.0	2.3	47.9	17.0	20.5	3.8	7.0	100.0
	Information and communication	1.6	1.6	7.6	21.2	7.9	38.3	3.8	18.0	100.0
	Financial and insurance activities	0.9	3.2	0.9	2.0	3.2	69.7	12.7	7.5	100.0
	Real estate activities	0.0	0.0	5.3	0.0	5.3	36.8	36.8	15.8	100.0
	Professional, scientific and technical activities	0.0	0.3	2.4	9.5	5.0	79.3	1.1	2.4	100.0
	Administrative and support service activities	2.1	7.7	38.8	26.9	8.1	10.0	2.3	4.1	100.0
	Public administration and defense; compulsory social security	0.0	0.0	0.0	0.0	0.0	91.8	0.0	8.2	100.0
	Education	14.2	13.7	25.3	19.3	6.4	14.4	1.8	4.8	100.0
	Human Health and social work activities	2.6	8.1	4.3	24.2	18.7	27.7	1.9	12.5	100.0
	Arts, entertainment and recreation	0.0	1.7	24.0	49.6	6.6	18.2	0.0	0.0	100.0
	Other service activities	0.0	0.0	0.0	37.5	5.7	5.7	4.5	46.6	100.0
	Total	1,053	1,187	2,429	9,400	3,479	8,313	793	1,823	28,477

Source: EES 2024/25

Results in Table 3.6 indicate that the Financial and Insurance Activities in the United Republic of Tanzania recorded the highest proportion of temporary employees earning monthly wages above TZS 700,000, accounting for 31.7 percent, followed by the Human Health and Social Work Activities sector at 25.4 percent. In contrast, the Mining and Quarrying sector had the largest share of temporary employees earning up to TZS 140,000, accounting for 41.4 percent.

Furthermore, the results show that a substantial proportion of temporary employees in the Education sector earned monthly wages between TZS 300,000 and 399,999 (19.0 percent) and between TZS 500,000 and 599,999 (17.3 percent). Similarly, in the Manufacturing sector, a considerable proportion of temporary employees earned monthly wages between TZS 200,000 and 299,999 (18.9 percent) and between TZS 300,000 and 399,999 (16.4 percent).

Key Message

Financial and Insurance activities recorded the highest proportion of temporary employees earning monthly wages above TZS 700,000, accounting for 31.7 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

Place of residence	Sector	2023/24			2024/25		
		Male	Female	Overall Average	Male	Female	Overall Average
URT	Private	571,368	579,451	549,373	610,663	624,863	623,437
	Public	1,320,443	1,187,599	1,273,395	1,391,815	1,326,261	1,335,249
	Overall Average	635,685	635,590	609,354	673,229	685,592	689,730
TZM	Private	572,520	581,456	550,887	611,990	627,285	625,290
	Public	1,314,684	1,184,588	1,269,611	1,390,169	1,324,903	1,333,954
	Overall Average	635,423	636,413	609,704	673,508	686,887	690,383
ZNZ	Private	693,664	575,376	648,248	693,664	663,342	538,691
	Public	1,417,965	1,130,077	1,259,557	1,417,965	1,463,196	1,192,627
	Overall Average	1,042,459	933,610	990,531	1,042,459	1,069,647	985,033

Source: EES 2023/24 and 2024/25

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 609,354 in 2023/24 to TZS 689,730 in 2024/25. The results further show that for the year 2024/25, the average earnings in the public sector were more than double those in the private sector, with employees earning TZS 1,335,249 in the public sector compared

to TZS 623,437 in the private sector. A similar pattern is observed in both Mainland Tanzania and Tanzania Zanzibar, average earnings in the public sector consistently exceed those in the private sector.

In terms of gender differences, the data reveal a relatively small earnings disparity at the national level, with female employees recording a slightly higher average earning (TZS 685,592) than their male counterparts (TZS 673,229).

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

Sector and Subsector	URT			TZM			ZNZ		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
Private									
Profit Making Institutions	603,539	603,447	610,940	604,935	605,901	612,872	661,384	531,165	611,204
Non - Profit Making Institutions	698,043	868,575	764,161	698,321	869,348	764,691	750,143	689,207	718,096
Cooperatives	551,428	501,969	513,172	551,643	502,128	513,292	464,183	350,000	431,745
Overall Average	610,663	624,863	623,437	611,990	627,285	625,290	663,342	538,691	614,693
Public									
Central and Local Governments	1,399,150	1,330,710	1,337,998	1,400,693	1,333,087	1,340,315	1,319,229	1,125,786	1,201,103
Parastatal Organizations	1,352,949	1,302,516	1,320,732	1,333,984	1,280,818	1,300,057	1,876,546	1,650,562	1,786,921
Overall Average	1,391,815	1,326,261	1,335,249	1,390,169	1,324,903	1,333,954	1,463,196	1,192,627	1,308,600

Source: EES 2024/25

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 those in Parastatal Organizations were nearly equal, with both averaging slightly above one million Tanzanian shillings.

On the other hand, within the private sector, average monthly cash earnings were highest among employees working in nonprofit institutions (TZS 764,161) and lowest among those employed in cooperatives (TZS 513,172), although the differences in overall earnings across private sector institutions were relatively small at national level.

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

Sub-Sector	URT		TZM		ZNZ	
	Regular Employees	Casual Employees	Regular Employees	Casual Employees	Regular Employees	Casual Employees
Private Profit-Making Institutions	689,370	230,312	691,761	229,940	643,080	437,536
Private Non-Profit Making Institutions	820,373	241,108	821,112	241,248	760,691	189,474
Cooperatives	557,839	216,414	557,895	215,724	488,337	350,000
Central and Local Governments	1,370,876	234,408	1,374,038	234,408	1,200,306	0
Parastatal Organizations	1,348,713	266,700	1,328,600	264,930	1,787,976	386,571
Overall Average	768,196	231,411	769,208	231,087	1,066,405	438,651

Source: EES 2024/25

Findings presented in Table 4.3 indicates that, the overall monthly average cash earnings for regular employees in the formal sector is about TZS 768,196. On the other hand, it is also indicated that, average monthly cash earnings for casual employee are TZS 231,411.

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

Industry	URT			TZM			ZNZ		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	616,861	715,040	631,707	617,089	715,998	631,865	964,838	1,282,734	1,070,673
Mining and quarrying	820,281	921,819	913,343	826,947	929,293	920,714	258,559	181,172	235,490
Manufacturing	421,903	399,638	422,346	421,959	398,844	421,525	719,983	2,254,145	928,618
Electricity, gas, steam and air conditioning supply	959,781	860,169	903,752	959,492	859,444	903,203	1,029,528	1,029,528	1,029,528
Water supply; sewerage, waste management and remediation activities	978,771	983,978	963,298	987,815	992,302	971,551	617,099	535,264	584,042
Construction	783,713	1,032,296	985,516	783,352	1,032,179	985,790	1,096,402	1,793,821	1,174,772
Wholesale and retail trade; repair of motor vehicles and motorcycles	580,172	644,569	603,114	580,644	645,463	603,896	775,555	789,197	779,937
Transportation and storage	757,131	688,365	683,055	756,999	687,896	682,171	1,218,593	1,064,399	1,145,027
Accommodation and food service activities	605,254	515,616	552,567	606,477	515,921	553,374	750,133	716,631	737,896
Information and communication	661,509	650,656	646,532	656,454	642,520	639,919	2,726,481	3,882,373	3,209,540
Financial and insurance activities	1,394,616	1,296,245	1,308,695	1,397,425	1,300,723	1,312,170	1,621,824	1,227,894	1,448,812
Real estate activities	991,788	994,664	984,271	993,628	995,774	985,737	988,745	1,335,138	1,088,098
Professional, scientific and technical activities	1,074,407	1,125,371	1,097,269	1,076,338	1,130,579	1,099,717	1,645,200	1,114,113	1,369,152
Administrative and support service activities	636,855	722,012	680,782	637,875	723,738	682,047	572,920	447,343	545,305
Public administration and defense; compulsory social security	1,328,600	1,230,842	1,259,993	1,325,918	1,229,083	1,258,006	1,439,577	1,377,239	1,411,425
Education	939,615	943,730	940,299	955,178	971,521	957,802	1,408,979	976,971	1,108,795
Human health and social work activities	672,613	709,249	668,879	675,571	713,072	672,146	745,685	713,157	725,689
Arts, entertainment and recreation	727,020	744,476	716,128	728,274	745,710	717,115	632,298	724,630	675,619
Other service activities	627,649	631,183	615,680	627,386	630,840	615,327	1,047,833	1,220,651	1,128,654
Overall Average	673,229	685,592	689,730	673,508	686,887	690,383	1,069,647	985,033	1,027,508

Source: EES 2024/25

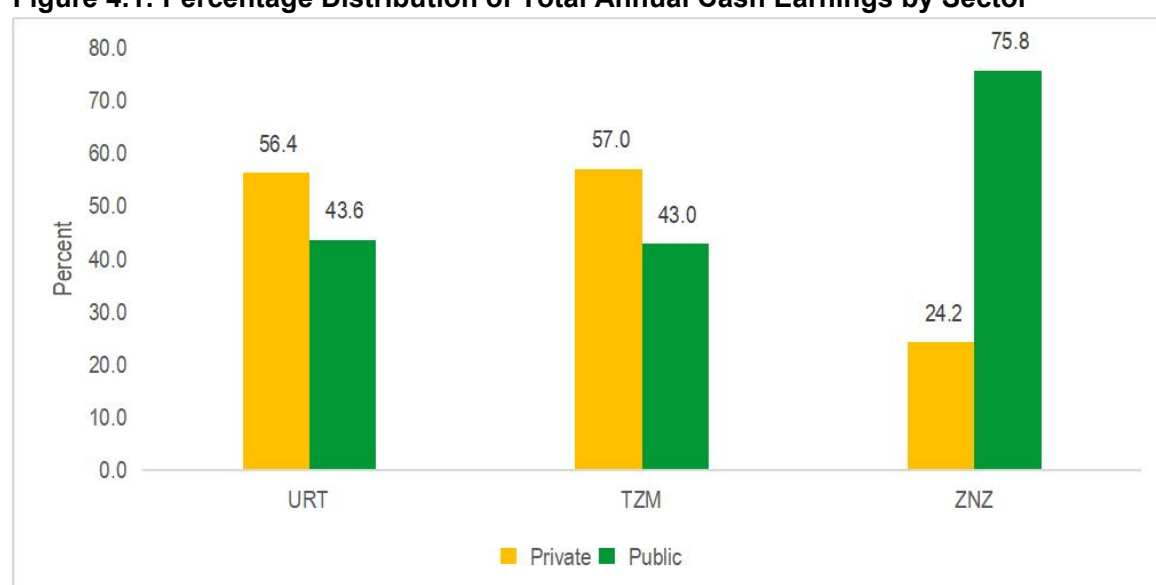
Table 4.4 presents the monthly average cash earnings of employees by industry and sex in Tanzania for 2024/25. The data show that employees in the financial and insurance activities industry receive the highest average monthly earnings at TZS 1,308,695 followed by those in public administration and defense; compulsory social security, earning TZS 1,259,993. 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 422,346) and accommodation and food service activities (TZS 552,567). 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. For example, Tanzania Zanzibar recorded higher average earnings in some industries such as Information and Communication (TZS 3,209,540) and Financial and Insurance Activities (TZS 1,448,812).

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



Source: EES 2024/25

Figure 4.1 shows that, in general, the private sector accounted for the largest share of total annual cash earnings of employees in the formal sector compared with the public sector. However, in Tanzania Zanzibar, total annual cash earnings in the private sector were lower than those in 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)

Industry	URT	TZM	ZNZ
Agriculture, forestry and fishing	1,663,470	1,642,669	20,801
Mining and quarrying	997,536	996,493	1,043
Manufacturing	5,085,629	5,061,046	24,582
Electricity, gas, steam and air conditioning supply	665,320	655,300	10,019
Water supply; sewerage, waste management and remediation activities	361,247	338,518	22,729
Construction	1,527,619	1,479,195	48,424
Wholesale and retail trade; repair of motor vehicles and motorcycle	2,713,298	2,697,331	15,967
Transportation and storage	1,462,670	1,429,666	33,004
Accommodation and food service activities	2,877,818	2,741,242	136,576
Information and communication	871,380	840,414	30,966
Financial and insurance activities	2,624,796	2,602,351	22,445
Real estate activities	117,605	115,921	1,684
Professional, scientific and technical activities	1,138,329	1,105,519	32,810
Administrative and support service activities	2,676,313	2,670,660	5,654
Public administration and defense; compulsory social security	6,588,328	6,389,216	199,113
Education	12,615,627	12,266,835	348,791
Human health and social work activities	3,408,991	3,320,097	88,894
Arts, entertainment and recreation activities	298,174	294,096	4,078
Other service activities	2,363,299	2,360,577	2,722
Total	50,057,448	49,007,146	1,050,302

Source: EES 2024/25

Findings presented in Table 4.5 show that the total annual cash earnings from the formal sector in Tanzania amounted to TZS 50,057,448 million in 2024/25. The industries contributing the largest shares to this total are education (TZS 12,615,627 million), public administration and defense; compulsory social security (TZS 6,588,328 million), and manufacturing (TZS 5,085,629 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 348,791 million) and public administration (TZS 199,113 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

Industry	URT			TZM			ZNZ		
	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total
Agriculture, forestry and fishing	2.9	0.4	3.3	3.0	0.4	3.4	1.8	0.1	2.0
Mining and quarrying	1.9	0.1	2.0	1.9	0.1	2.0	0.0	0.1	0.1
Manufacturing	9.3	0.8	10.2	9.5	0.8	10.3	1.9	0.4	2.3
Electricity, gas, steam and air conditioning supply	1.3	0.0	1.3	1.3	0.0	1.3	1.0	0.0	1.0
Water supply; sewage, waste management and remediation activities	0.7	0.0	0.7	0.7	0.0	0.7	2.2	0.0	2.2
Construction	2.8	0.3	3.1	2.7	0.3	3.0	3.4	1.2	4.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	5.1	0.3	5.4	5.2	0.3	5.5	1.4	0.1	1.5
Transportation and storage	2.9	0.1	2.9	2.9	0.1	2.9	3.1	0.0	3.1
Accommodation and food service activities	5.3	0.4	5.7	5.2	0.4	5.6	12.8	0.2	13.0
Information and communication	1.7	0.0	1.7	1.7	0.0	1.7	2.9	0.0	2.9
Financial and insurance activities	5.2	0.0	5.2	5.3	0.0	5.3	2.1	0.0	2.1
Real estate activities	0.2	0.0	0.2	0.2	0.0	0.2	0.2	0.0	0.2
Professional, scientific and technical activities	2.2	0.0	2.3	2.2	0.0	2.3	3.1	0.1	3.1
Administrative and support service activities	5.2	0.1	5.3	5.3	0.1	5.4	0.5	0.0	0.5
Public administration and defence; compulsory social security	13.1	0.0	13.2	13.0	0.0	13.0	18.9	0.0	19.0
Education	25.1	0.1	25.2	25.0	0.1	25.0	33.1	0.1	33.2
Human Health and social work activities	6.7	0.1	6.8	6.7	0.1	6.8	8.3	0.2	8.5
Arts, entertainment and recreation	0.6	0.0	0.6	0.6	0.0	0.6	0.4	0.0	0.4
Other service activities	4.5	0.2	4.7	4.6	0.2	4.8	0.2	0.0	0.3
Total	97.0	3.0	100.0	97.0	3.0	100.0	97.4	2.6	100.0

Source: EES 2024/25

Table 4.6 reveals that the vast majority of annual cash earnings in Tanzania are received by regular employees, accounting for 97.0 percent, while casual employees earn only 3.0 percent. This pattern is consistent across both Mainland Tanzania and Tanzania Zanzibar. Among the industries, Education (25.1 percent) and public administration, defense, and compulsory social security (13.1 percent) contribute the largest shares of annual cash earnings for regular employees, highlighting the dominant role of public sector employment in overall earnings distribution.

On the other hand, industries such as real estate activities (0.2 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

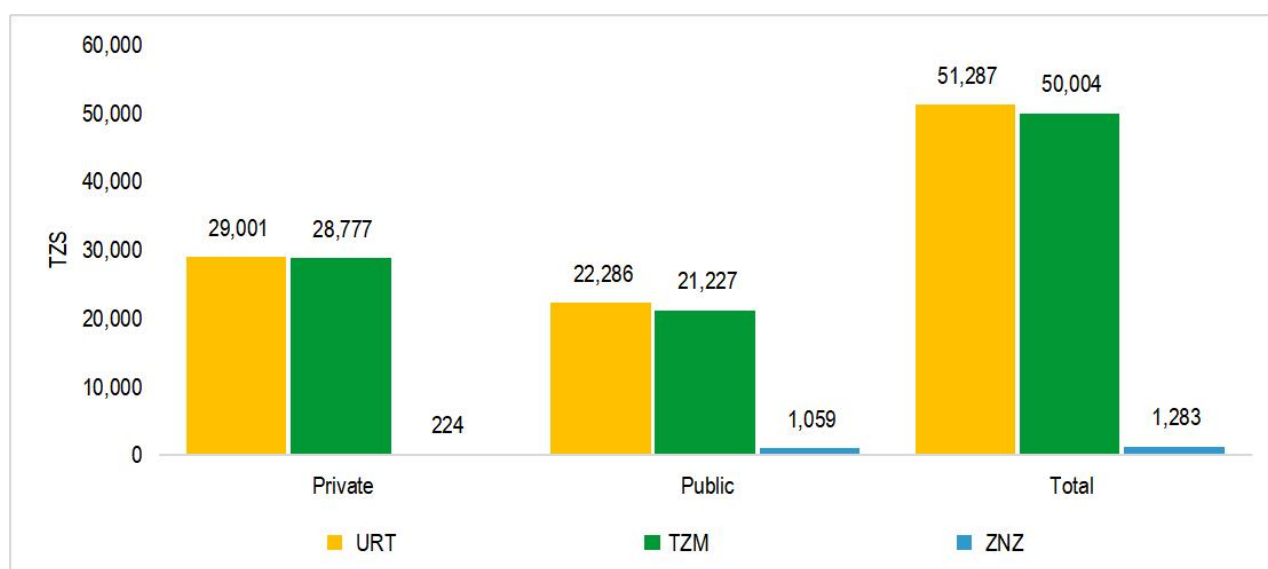
The wage bill is the total sum of gross wages of an establishment. The figures represent workers' claims for furnishing labour in production of goods or services on behalf of employers.

This chapter provides information on gross cash earnings and free rations in the annual wage bills for 2024/25. 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 2024/25.

Figure 5.1: Distribution of Annual Wage Bill (TZS billion) by Sector



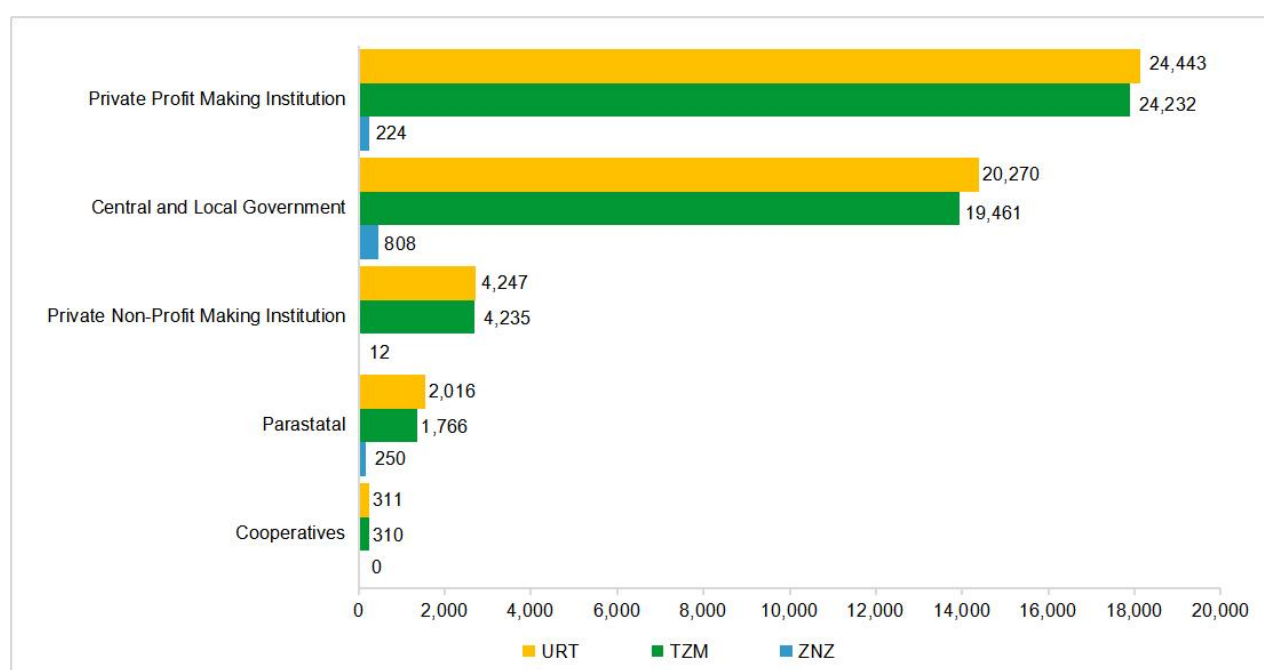
Source: EES 2024/25

Results presented in Figure 5.1 show that the total annual wage bill for 2024/25 amounts to TZS 51,287 billion. Of this total, the private sector accounts for the larger share, contributing TZS 29,001 billion, while the public sector contributes TZS 22,286 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



Source: EES 2024/25

Results presented in Figure 5.2 show that private profit-making institutions account for the largest annual wage bill, amounting to TZS 24,443 billion. This is followed by central and local government institutions, with a combined wage bill of TZS 20,270 billion. Private non-profit-making institutions rank third, recording an annual wage bill of TZS 4,247 billion. In contrast, cooperatives account for the smallest share, with a total wage bill of TZS 311 billion. This relatively low wage bill is largely attributable to the smaller number of employees in the cooperative sector compared to other sectors. A similar pattern is observed in Mainland Tanzania.

Furthermore, the results show that in Tanzania Zanzibar, the largest annual wage bill is incurred by central and local government institutions, amounting to TZS 808 billion. This is followed by parastatal organizations, which account for TZS 250 billion, while private profit-making institutions rank third with an annual wage bill of TZS 211 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

Industry	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Agriculture, forestry and fishing	5.1	1.2	3.4	5.1	1.0	3.4	3.8	0.7	3.2
Mining and quarrying	3.2	0.4	2.0	3.2	0.5	2.0	0.0	0.5	0.1
Manufacturing	17.8	0.4	10.2	17.9	0.4	10.5	0.5	3.9	1.1
Electricity, gas, steam and air conditioning supply	1.0	1.7	1.3	1.0	1.8	1.3	1.1	0.0	0.9
Water supply; sewage, waste management and re	0.3	1.2	0.7	0.3	1.1	0.7	3.2	0.0	2.7
Construction	4.2	1.5	3.0	4.1	1.5	3.0	1.0	10.5	2.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.5	0.2	5.5	9.5	0.2	5.6	0.9	3.0	1.2
Transportation and storage	3.5	2.3	3.0	3.5	2.2	3.0	3.7	1.3	3.3
Accommodation and food service activities	10.3	0.0	5.8	10.0	0.0	5.8	0.0	52.1	9.1
Information and communication	2.6	0.5	1.7	2.6	0.5	1.7	1.4	1.3	1.4
Financial and insurance activities	8.0	1.5	5.2	8.0	1.5	5.3	2.2	3.7	2.5
Real estate activities	0.3	0.2	0.2	0.3	0.1	0.2	0.2	0.0	0.2
Professional, scientific and technical activities	1.5	3.3	2.3	1.5	3.2	2.2	5.7	0.5	4.8
Administrative and support service activities	8.1	1.9	5.4	8.1	2.0	5.5	0.0	2.0	0.3
Public administration and defence; compulsory social security	0.9	29.2	13.2	0.9	29.3	12.9	28.4	0.0	23.4
Education	9.2	45.4	24.9	9.1	45.9	24.8	34.4	14.0	30.9
Human Health and social work activities	6.2	7.8	6.9	6.2	7.5	6.8	12.9	5.1	11.6
Arts, entertainment and recreation	0.9	0.2	0.6	0.9	0.2	0.6	0.6	0.3	0.5
Other service activities	7.6	1.0	4.7	7.6	1.0	4.8	0.0	1.1	0.2
Total (Percentage)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total (TZS billion)	29,001	22,286	51,287	28,777	21,227	50,004	1,059	224	1,283

Source: EES 2024/25

Findings from Table 5.1 show that the Education industry accounts for the largest share of the annual wage bill, representing 24.9 percent, followed by public administration and

defence; compulsory social security at 13.2 percent. The manufacturing industry ranks third, contributing 10.2 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 30.9 percent, followed by public administration and defence; compulsory social security with 23.4 percent.

The results further reveal that, within the private sector, the manufacturing industry accounts for the largest share of the annual wage bill at 17.8 percent, followed by Accommodation and food service activities at 10.3 percent and Education industry at 9.2 percent. The lowest proportions are observed in water supply; sewerage, waste management and remediation activities and real estate activities each contributing just 0.3 percent.

In the public sector, the highest shares of the annual wage bill are recorded in education (45.4 percent), public administration and defence; compulsory social security (29.2 percent) and human health and social work activities (7.8 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

Place of Residence	Region	Percentage	
		2023/24	2024/25
TZM	Dodoma	4.0	3.7
	Arusha	5.1	5.7
	Kilimanjaro	4.3	4.6
	Tanga	4.3	4.9
	Morogoro	7.2	7.4
	Pwani	2.6	3.5
	Dar es Salaam	31.9	31.4
	Lindi	1.7	1.5
	Mtwara	1.4	1.4
	Ruvuma	1.8	2.0
	Iringa	2.1	3.3
	Mbeya	5.2	4.3
	Singida	1.8	1.5
	Tabora	1.7	2.0
	Rukwa	1.2	1.1
	Kigoma	2.0	1.9
	Shinyanga	3.6	3.6
	Kagera	2.7	2.3
	Mwanza	4.4	4.4
	Mara	2.6	2.3
	Manyara	2.1	1.8
	Njombe	1.6	1.3
	Katavi	0.7	0.9
	Simiyu	1.2	1.0
	Geita	1.7	1.3
	Songwe	1.0	0.9
	Total (Percentage)	100.0	100.0
	Total (TZS billion)	36,124	50,004
ZNZ	Kaskazini Unguja	9.6	6.9
	Kusini Unguja	12.3	11.4
	Mjini Magharibi	62.0	64.4
	Kaskazini Pemba	2.1	2.2
	Kusini Pemba	14.0	15.1
	Total (Percentage)	100.0	100.0
URT	Total (TZS billion)	893	1,283
	Total (TZS billion)	37,017	51,287

Source: EES 2023/24 and 2024/25

The findings indicate that Dar es Salaam accounts for the largest share of the annual wage bill in Mainland Tanzania, at 31.4 percent, followed by the Morogoro and Arusha regions at 7.4 percent and 5.7 percent, respectively. In contrast, the Katavi and Songwe regions recorded the lowest shares, each contributing 0.9 percent.

In Zanzibar, the Mjini Magharibi region accounts for the highest proportion of the annual wage bill, at 64.4 percent. Overall, regions with higher annual wage bills also tend to have higher levels of employment (Table 5.2).

CHAPTER SIX

Newly Recruited Workers

6.1 Introduction

Recruitment is the process of identifying and attracting qualified candidates to fill vacant positions within an organization. This chapter analyzes the key characteristics of newly recruited workers, including the types of positions filled, occupations, gender distribution, educational level, employment sector, citizenship, and starting salaries.

6.2 Recruited Workers by Sector

The recruitment of new workers is essential for improving organizational performance and supporting the achievement of service delivery goals. This section analyzes the distribution of newly recruited workers in the formal sector according to sector, sex, and the type of positions filled, specifically whether the jobs were existing vacancies or newly created posts.

Table 6.1: Number of Newly Recruited Workers by Sector, Nature of Position Filled and Sex

Place of Residence	Sector	Filled Vacant Post			Newly Created Post			Total		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
URT	Private	38,307	21,749	60,056	17,426	14,392	31,819	55,733	36,141	91,875
	Public	6,381	5,252	11,632	28,701	23,302	52,003	35,081	28,554	63,635
	Total	44,688	27,001	71,688	46,127	37,695	83,821	90,814	64,695	155,510
TQM	Private	37,569	21,382	58,951	16,835	13,856	30,692	54,404	35,238	89,643
	Public	6,204	4,900	11,103	28,169	22,564	50,733	34,372	27,464	61,836
	Total	43,773	26,282	70,054	45,004	36,421	81,424	88,776	62,702	151,479
ZMZ	Private	738	367	1,105	591	536	1,127	1,329	903	2,232
	Public	177	352	529	532	738	1,270	709	1,090	1,799
	Total	915	719	1,634	1,123	1,274	2,397	2,038	1,993	4,031

Source: EES 2024/25

Table 6.1 shows that, in the United Republic of Tanzania there were 155,510 newly recruited workers in 2024/25 EES of which 71,688 employees (46.1 percent) were due to existing vacant positions and 83,821 employees (53.9 percent) filled newly created posts. Among employees recruited into newly created posts, males accounted for a higher number of employees, with 85,143 (23.3 percent of all newly recruited employees), compared with 70,649 females (19.4 percent). Furthermore, the public sector recorded a

larger number of newly recruited employees in newly created posts, with 85,537 employees, compared with 70,255 employees in the private sector. A similar pattern was observed in Mainland Tanzania. In Tanzania Zanzibar, a total of 3,935 employees were newly recruited, of whom the majority, 2,824 employees (71.8 percent), were recruited into newly created posts.

Key Message

The findings show that in 2024/25, a total of 155,510 employees were newly recruited in the United Republic of Tanzania, with more males (90,814) than females (64,695).

6.3 Newly Recruited Workers by Occupations

This section presents the distribution of newly recruited workers by occupational category and sex. The analysis highlights the relative demand for various occupations in the labour market and provides useful information for career guidance, workforce planning, and other labour market related decision-making.

Table 6.2: Distribution of Newly Recruited Workers by Occupations and Sex

Place of Residence	Occupation	Male		Female		Total	
		Number	Percent	Number	Percent	Number	Percent
URT	Legislators, administrators and managers	3,203	3.5	2,935	4.5	6,138	3.9
	Professionals	31,356	34.5	23,835	36.8	55,191	35.5
	Technicians and associate professionals	14,331	15.8	11,534	17.8	25,865	16.6
	Clerks	3,950	4.3	4,196	6.5	8,146	5.2
	Service workers and shop sales workers	9,690	10.7	14,224	22.0	23,914	15.4
	Agricultural and fishery workers	2,019	2.2	1,829	2.8	3,848	2.5
	Craft and related workers	1,815	2.0	400	0.6	2,215	1.4
	Plant and machine operators and assemblers	5,673	6.2	236	0.4	5,909	3.8
	Elementary occupations	18,778	20.7	5,506	8.5	24,284	15.6
	Total	90,814	100.0	64,695	100.0	155,510	100.0
TZM	Legislators, administrators and managers	3,168	3.6	2,904	4.6	6,072	4.0
	Professionals	30,831	34.7	23,387	37.3	54,218	35.8
	Technicians and associate professionals	13,944	15.7	10,489	16.7	24,433	16.1
	Clerks	3,872	4.4	4,099	6.5	7,971	5.3
	Service workers and shop sales workers	9,387	10.6	14,020	22.4	23,407	15.5
	Agricultural and fishery workers	2,002	2.3	1,826	2.9	3,828	2.5
	Craft and related workers	1,742	2.0	398	0.6	2,140	1.4
	Plant and machine operators and assemblers	5,597	6.3	232	0.4	5,829	3.8
	Elementary occupations	18,234	20.5	5,347	8.5	23,581	15.6
	Total	88,776	100.0	62,702	100.0	151,479	100.0
ZNZ	Legislators, administrators and managers	35	1.7	31	1.6	66	1.6
	Professionals	525	25.8	448	22.5	973	24.1
	Technicians and associate professionals	387	19.0	1,045	52.4	1,432	35.5
	Clerks	78	3.8	97	4.9	175	4.3
	Service workers and shop sales workers	303	14.9	204	10.2	507	12.6
	Agricultural and fishery workers	17	0.8	3	0.2	20	0.5
	Craft and related workers	73	3.6	2	0.1	75	1.9
	Plant and machine operators and assemblers	76	3.7	4	0.2	80	2.0
	Elementary occupations	544	26.7	159	8.0	703	17.4
	Total	2,038	100.0	1,993	100.0	4,031	100.0

Source: EES 2024/25

Table 6.2 indicates that in the United Republic of Tanzania (URT), most newly recruited workers were employed in the Professionals occupational category (35.5 percent), followed by Technicians and Associate Professionals (16.6 percent) and Elementary Occupations (15.6 percent). In contrast, the occupation category with the fewest newly recruited workers was Craft and related workers, with only 1.4 percent.

A notable gender disparity in recruitment was observed among Service Workers and Shop Sales Workers, where 22.0 percent were females compared to 10.7 percent male workers. Conversely, males were more observed in Elementary Occupations, with 20.7 percent of recruit compared with 8.5 percent for females.

Furthermore, in Mainland Tanzania, the largest proportion of newly recruited workers (35.8 percent) was observed in the Professionals occupational category. In Tanzania Zanzibar, the highest proportion of newly recruited workers (35.5 percent) was observed in the Technicians and Associate Professionals occupational category.

Key Message

The largest proportion of newly recruited workers in 2024/25 was observed in the Professionals occupational category (35.5 percent), with notable gender differences across occupational groups.

6.4 Newly Recruited Workers by Level of Education

This section presents the educational characteristics of newly recruited workers. Educational attainment plays a key role in securing employment, as it is closely linked to job responsibilities and, in particular, the level of pay. Therefore, the educational profile of the employees remains an important factor in the formulation and implementation of labour market programmes.

Table 6.3: Distribution of Newly Recruited Workers by Level of Education and Sex

Place of Residence	Level of Education	Male		Female		Total	
		Number	Percent	Number	Percent	Number	Percent
URT	No education	1,304	1.4	1,453	2.2	2,757	1.8
	Primary Education	18,883	20.8	5,811	9.0	24,694	15.9
	Secondary	7,033	7.7	9,215	14.2	16,248	10.4
	Vocational Education	5,453	6.0	1,258	1.9	6,712	4.3
	Tertiary Non-University	30,888	34.0	28,074	43.4	58,961	37.9
	Tertiary University	27,254	30.0	18,883	29.2	46,138	29.7
	Total	90,814	100.0	64,695	100.0	155,510	100.0
TZM	No education	1,284	1.4	1,451	2.3	2,735	1.8
	Primary Education	18,798	21.2	5,718	9.1	24,516	16.2
	Secondary	6,418	7.2	9,089	14.5	15,507	10.2
	Vocational Education	5,415	6.1	1,229	2.0	6,645	4.4
	Tertiary Non-University	30,206	34.0	26,855	42.8	57,060	37.7
	Tertiary University	26,656	30.0	18,359	29.3	45,016	29.7
	Total	88,776	100.0	62,702	100.0	151,479	100.0
ZNZ	No education	20	1.0	2	0.1	22	0.5
	Primary Education	85	4.2	93	4.7	178	4.4
	Secondary	615	30.2	126	6.3	741	18.4
	Vocational Education	38	1.9	29	1.5	67	1.7
	Tertiary Non-University	682	33.5	1,219	61.2	1,901	47.2
	Tertiary University	598	29.3	524	26.3	1,122	27.8
	Total	2,038	100.0	1,993	100.0	4,031	100.0

Source: EES 2024/25

Table 6.3 shows that, majority of newly recruited workers in 2024/25 EES had Tertiary Non-University level of education (37.9 percent), followed by employees with Tertiary University (29.7 percent) and those with Primary Education constitutes 15.9 percent.

Among newly recruited employees with tertiary non-university education, females had a higher proportion (43.4 percent) compared with males (34.0 percent), although males had a higher number of employees (30,888) than females (28,074). This pattern was also observed in Mainland Tanzania.

Key Message

The majority of newly recruited workers in 2024/25 EES had tertiary non-university education (37.9 percent), with females had a higher proportion (43.4 percent) compared to males (34.0 percent).

6.5 Employment Status for Newly Recruited Workers

This section presents the distribution of newly recruited workers in the formal sector by terms of employment. The analysis covers various forms of employment, including permanent and contractual arrangements. Information on terms of employment is important for assessing the quality, stability, and decency of jobs in the labour market.

Table 6.4: Distribution of Newly Recruited Workers by Terms of Employment and Sector

Place of Residence	Sector/Sub-sector	Permanent Contract	Special task contract	Fixed term contract	Total
URT	A. Private				
	Private Profit-Making Institutions	16,869	32,062	34,375	83,307
	Private Non-Profit Making Institution	2,670	2,897	2,232	7,799
	Cooperatives	296	363	110	769
	Sub-Total	19,834	35,323	36,717	91,875
	Percent	21.6	38.4	40.0	100.0
	B. Public				
	Central and Local Governments	60,956	283	301	61,540
	Parastatal Organizations	1,900	81	115	2,095
	Sub-Total	62,855	364	416	63,635
	Percent	98.8	0.6	0.7	100.0
	Total	82,690	35,687	37,133	155,510
TZM	A. Private				81,193
	Private Profit-Making Institutions	16,825	31,059	33,308	
	Private Non-Profit Making Institution	2,668	2,867	2,146	7,681
	Cooperatives	296	363	110	769
	Sub-Total	19,788	34,290	35,564	89,643
	Percent	22.1	38.3	39.7	100.0
	B. Public				
	Central and Local Governments	59,598	282	141	60,021
	Parastatal Organizations	1,704	20	92	1,815
	Sub-Total	61,301	302	233	61,836
	Percent	99.1	0.5	0.4	100.0
	Total	81,090	34,592	35,797	151,479
ZNZ	A. Private				
	Private Profit-Making Institution	44	1,003	1,067	2,114
	Private Non-Profit Making Institution	2	30	86	118
	Cooperatives				
	Sub-Total	46	1,033	1,153	2,232
	Percent	2.1	46.3	51.7	100.0
	B. Public				
	Central and local governments	1,358	1	160	1,519
	Parastatal organizations	196	61	23	280
	Sub-Total	1,554	62	183	1,799
	Percent	86.4	3.4	10.2	100.0
	Total	1,600	1095	1,336	4,031

Source: EES 2024/25

Table 6.4 shows that, majority of newly recruited workers in public sector were on permanent basis with 62,855 (98.8 percent) while in the private sector most of newly recruited workers were on fixed term contract with 36,717 (40.0 percent).

The results further indicate that, among employees recruited on special task contract in private sector had the largest number of employees (35,323 employees, 38.4 percent) compared to public sector with 364 employees.

Furthermore, in private sector the largest number newly recruited employees were employed in private profit-making institution making institutions (83,307 employees). On the other hand, in public sector majority of newly recruited employees are employed in central and local governments with 61,540 employees.

6.6 Citizenship of Newly Recruited Workers

This section presents the distribution of newly recruited workers by occupational category and citizenship status. The findings help identify occupations with relatively higher participation of foreign workers and provide important information for developing policies and programmes aimed at improving the skills and competencies of citizen workers.

Table 6.5: Number of Newly Recruited Employees by Occupation and Citizenship

Occupation	URT			TZM			ZNZ		
	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total
Legislators, administrators and managers	6,119	18	6,138	6,063	8	6,072	56	10	66
Professionals	55,126	65	55,191	54,155	63	54,218	971	2	973
Technicians and associate professionals	25,840	25	25,865	24,409	24	24,433	1,431	1	1,432
Clerks	8,146	0	8,146	7,971		7,971	175		175
Service workers and shop sales workers	23,797	117	23,914	23,293	114	23,407	504	3	507
Agricultural and fishery workers	3,848	0	3,848	3,828	0	3,828	20	0	20
Craft and related workers	2,215	0	2,215	2,140	0	2,140	75	0	75
Plant and machine operators and assemblers	5,909	0	5,909	5,829	0	5,829	80	0	80
Elementary occupations	24,284	0	24,284	23,581	0	23,581	703	0	703
Total	155,284	226	155,510	151,269	210	151,479	4,015	16	4,031

Source: EES 2024/25

Table 6.5 indicates that, the largest number of newly recruited workers (155,284), equivalent to 99.9 percent were Tanzanian citizens, while non-citizens accounted for 226 persons (0.1 percent). Analysis further indicates that, the largest number of Tanzanian citizens newly recruited were 55,126 persons (35.5 percent) were Professionals, followed by Technicians and associate professionals with 25,840 persons (16.6 percent) and Elementary occupations with 24,284 persons (15.6 percent).

In contrast, craft and related workers had the least number of newly recruited workers with only 2,215 persons (1.4 percent). Furthermore, among non-citizens, the highest number of newly recruited workers were employed as Service Workers and Shop Sales Workers, accounting for 117 persons (51.9 percent) followed by professionals 65 persons (28.9 percent) and technicians and associate professionals with 25 persons (11.1 percent).

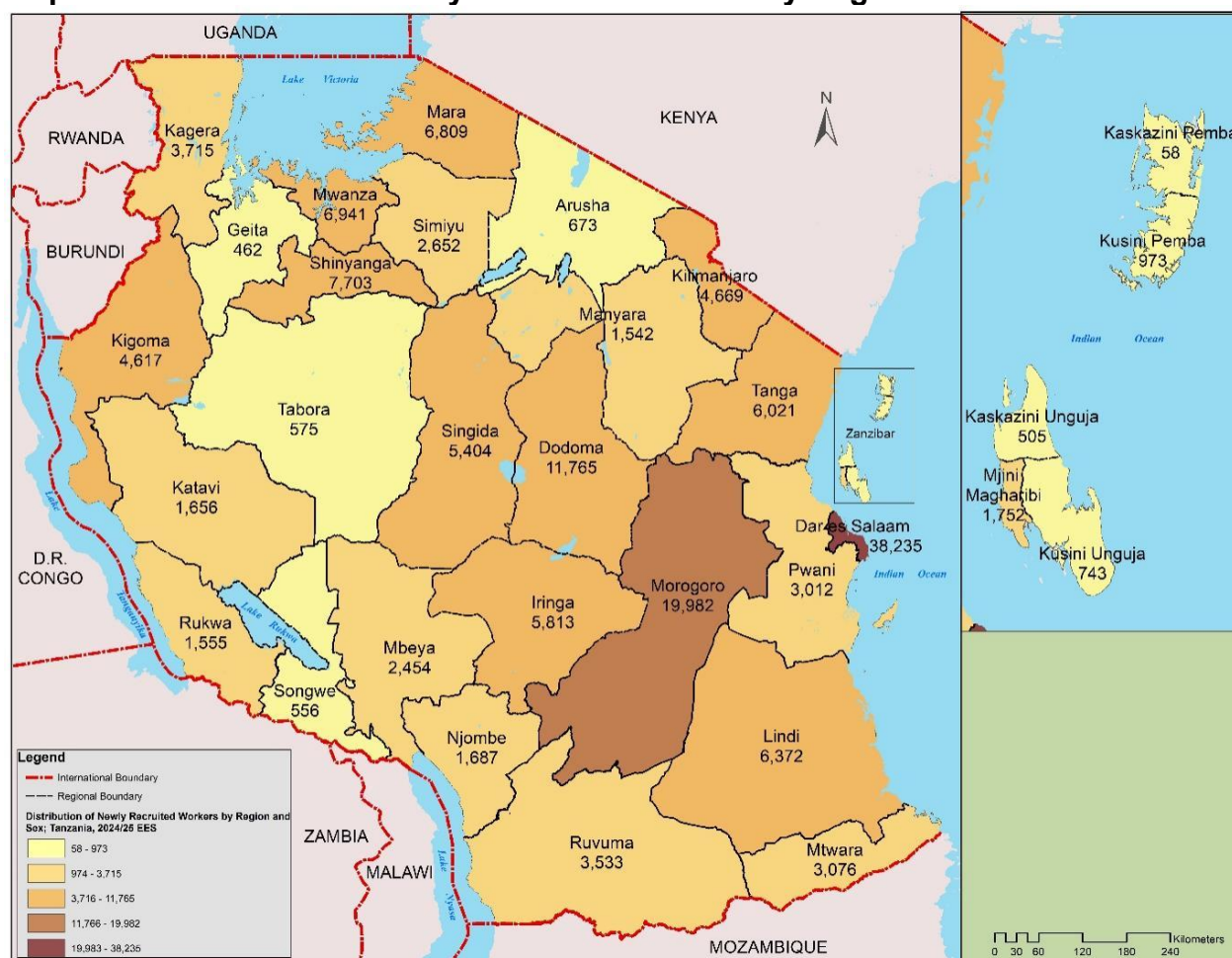
6.7 Newly Recruited Employees by Region

This section presents the distribution of newly recruited workers by region and sex. It provides an overview of employment opportunities across regions and the participation of both male and female workers in accessing these opportunities.

Table 6.6: Distribution of Newly Recruited Workers by Region and Sex

Place of Residence	Male	Female	Total
URT	90,814	64,695	155,510
TZM	88,776	62,702	151,479
Dodoma	6,449	5,316	11,765
Arusha	327	346	673
Kilimanjaro	2,360	2,309	4,669
Tanga	3,693	2,329	6,021
Morogoro	15,225	4,757	19,982
Pwani	1,471	1,541	3,012
Dar es Salaam	21,277	16,958	38,235
Lindi	3,801	2,572	6,372
Mtwara	1,971	1,105	3,076
Ruvuma	1,954	1,579	3,533
Iringa	2,818	2,994	5,813
Mbeya	1,349	1,105	2,454
Singida	2,936	2,468	5,404
Tabora	331	244	575
Rukwa	972	584	1,555
Kigoma	2,664	1,953	4,617
Shinyanga	4,884	2,819	7,703
Kagera	2,089	1,625	3,715
Mwanza	4,240	2,701	6,941
Mara	3,032	3,777	6,809
Manyara	886	656	1,542
Njombe	893	794	1,687
Katavi	972	684	1,656
Simiyu	1,547	1,106	2,652
Geita	299	164	462
Songwe	337	219	556
ZNZ	2,038	1,993	4,031
Kaskazini Unguja	234	271	505
Kusini Unguja	495	248	743
Mjini Magharibi	943	809	1,752
Kaskazini Pemba	36	22	58
Kusini Pemba	330	643	973

Source: EES 2024/25

Map 6. 1: Distribution of Newly Recruited Workers by Region

Source: EES 2024/25

Table 6.6 and Map 6.1 shows that, the majority of newly recruited workers in 2024/25 EES were employed in Dar es Salaam Region 38,235 (24.6 percent) followed by Morogoro Region 19,982 (12.8 percent) and Dodoma Region 11,765 (7.6 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.

Conversely, Geita and Songwe Regions recruited the least number of newly recruited workers (462 workers and 556 workers) respectively. The findings further reveal that, majority of newly recruited workers were males with exception of Arusha, Pwani, Ruvuma, Iringa 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 presents the distribution of newly recruited employees by occupation and starting salary. It provides insights into variations in starting salary levels across different occupational groups.

Table 6.7: Number of Newly Recruited Employees by Occupation and Starting Salary

Place of Residence	Occupation	Lowest - 140000	140001 - 199999	200000 - 299999	300000 - 399999	400000 - 499999	500000 - 599999	600000 - 699999	700000 - Highest	Total
URT	Legislators, administrators and managers	2	43	70	182	1,632	1,800	276	2,133	6,138
	Professionals	0	0	0	8,520	3,423	9,724	4,955	28,569	55,191
	Technicians and associate professionals	0	0	1,193	3,635	2,609	6,369	3,130	8,928	25,865
	Clerks	2	855	633	1,434	1,059	1,270	547	2,346	8,146
	Service workers and shop sales workers	27	12,103	4,908	3,848	1,542	808	124	554	23,914
	Agricultural and fishery workers	0	2,845	45	74	10	408	133	333	3,848
	Craft and related workers	10	1,113	460	377	86	154	15	0	2,215
	Plant and machine operators and assemblers	0	297	344	3,938	342	617	48	323	5,909
	Elementary occupations	2	10,490	9,832	1,206	2,629	92	32	0	24,284
	Total	43	27,745	17,484	23,215	13,333	21,243	9,262	43,185	155,510
TZM	Legislators, administrators and managers	0	43	70	180	1,625	1,792	269	2,093	6,072
	Professionals	0	0	0	8,415	3,374	9,443	4,903	28,083	54,218
	Technicians and associate professionals	0	0	924	3,549	2,182	5,865	3,093	8,819	24,433
	Clerks	0	850	624	1,382	1,020	1,240	538	2,317	7,971
	Service workers and shop sales workers	0	12,093	4,883	3,639	1,493	778	122	399	23,407
	Agricultural and fishery workers	0	2,845	45	65	2	406	133	332	3,828
	Craft and related workers	0	1,113	460	349	85	133	0	0	2,140
	Plant and machine operators and assemblers	297	340	3,899	317	605	48	323	5,829	297
	Elementary occupations	10,462	9,779	675	2,604	33	27	0	23,581	10,462
	Total	27,702	17,124	22,154	12,703	20,296	9,135	42,365	151,479	27,702
ZNZ	Legislators, administrators and managers	2	0	0	2	7	8	7	40	66
	Professionals	0	0	0	105	49	281	52	486	973
	Technicians and associate professionals	0	0	269	86	427	504	37	109	1,432
	Clerks	2	5	9	52	39	30	9	29	175
	Service workers and shop sales workers	27	10	25	209	49	30	2	155	507
	Agricultural and fishery workers	0	0	0	9	8	2	0	1	20
	Craft and related workers	10	0	0	28	1	21	15	0	75
	Plant and machine operators and assemblers	0	0	4	39	25	12	0	0	80
	Elementary occupations	2	28	53	531	25	59	5	0	703
	Total	43	43	360	1,061	630	947	127	820	4,031

Source: EES 2024/25

Table 6.7 shows that, the majority of newly recruited workers (43,185 persons, 27.8 percent) in the URT had starting salaries above TZS 700,000 followed by those with starting salary between TZS 140,001 and 199,999 (27,745 persons, 17.8 percent). Small number of newly recruited workers (43 persons, 0.03 percent) had starting below TZS 140,000. Results further reveal that, the majority of Professionals had starting salaries above TZS 700,000 (28,569 persons equivalent to 51.8 percent). On the other hand, the largest proportion of newly recruited worker employed in agricultural and fishery workers (2,845 persons equivalent to 73.9 percent) had a starting salary between 140,001 and 199,999.

Key Message

The findings indicate that most of newly recruited workers (43,185 persons, equivalent to 44.4%) has starting salaries above 700,000.

6.9 Newly Recruited Employees by Level of Education

Education plays a vital role in improving productivity, encouraging innovation, and supporting entrepreneurship and technological development. 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

Place of Residence	Level of Education	Lowest - 140000	140001 - 199999	200000 - 299999	300000 - 399999	400000 - 499999	500000 - 599999	600000 - 699999	700000 - Highest	Total
URT	No education	6	2,656	37	46	11	0	0	0	2,757
	Primary Education	3	11,585	9,139	1,549	2,418	0	0	0	24,694
	Secondary	18	9,885	3,797	1,601	694	183	37	33	16,248
	Vocational Education	0	2,107	1,368	1,292	163	236	83	1,463	6,712
	Tertiary Non University	14	1,504	2,876	12,629	7,841	15,255	5,267	13,575	58,961
	Tertiary University	2	0	267	6,105	2,348	5,513	3,873	28,030	46,138
	Total	43	27,737	17,484	23,222	13,475	21,188	9,260	43,101	155,510
TZM	No education	0	2,654	34	46	0	0	0	0	2,735
	Primary Education	0	11,574	9,136	1,450	2,356	0	0	0	24,516
	Secondary	0	9,861	3,737	1,041	679	144	30	15	15,507
	Vocational Education	0	2,107	1,345	1,274	146	233	81	1,459	6,645
	Tertiary Non University	0	1,500	2,645	12,352	7,332	14,655	5,207	13,369	57,060
	Tertiary University	0	0	227	5,998	2,287	5,253	3,815	27,436	45,016
	Total	0	27,696	17,124	22,161	12,800	20,286	9,133	42,279	151,479
ZNZ	No education	6	2	3	0	11	0	0	0	22
	Primary Education	3	11	3	99	62	0	0	0	178
	Secondary	18	24	60	560	15	39	7	18	741
	Vocational Education	0	0	23	18	17	3	2	4	67
	Tertiary Non University	14	4	231	277	509	600	60	206	1,901
	Tertiary University	2	0	40	107	61	260	58	594	1,122
	Total	43	41	360	1,061	675	902	127	822	4,031

Source: EES 2024/25

Table 6.8 shows that, majority of the newly recruited workers with starting salaries between TZS 600,000 and 699,999(56.9 percent) had tertiary non university education and those with starting salaries above TZS 700,000 (65.0 percent) had tertiary university education. Results also indicate that 41.9 percent of persons with starting salaries less than TZS 140,000 had secondary education.

Key Message

The findings show that majority (56.9 percent) of newly recruited workers earning starting salaries between TZS 600,000 and 699,999 had attained tertiary non-university education.

CHAPTER SEVEN

Job Vacancies

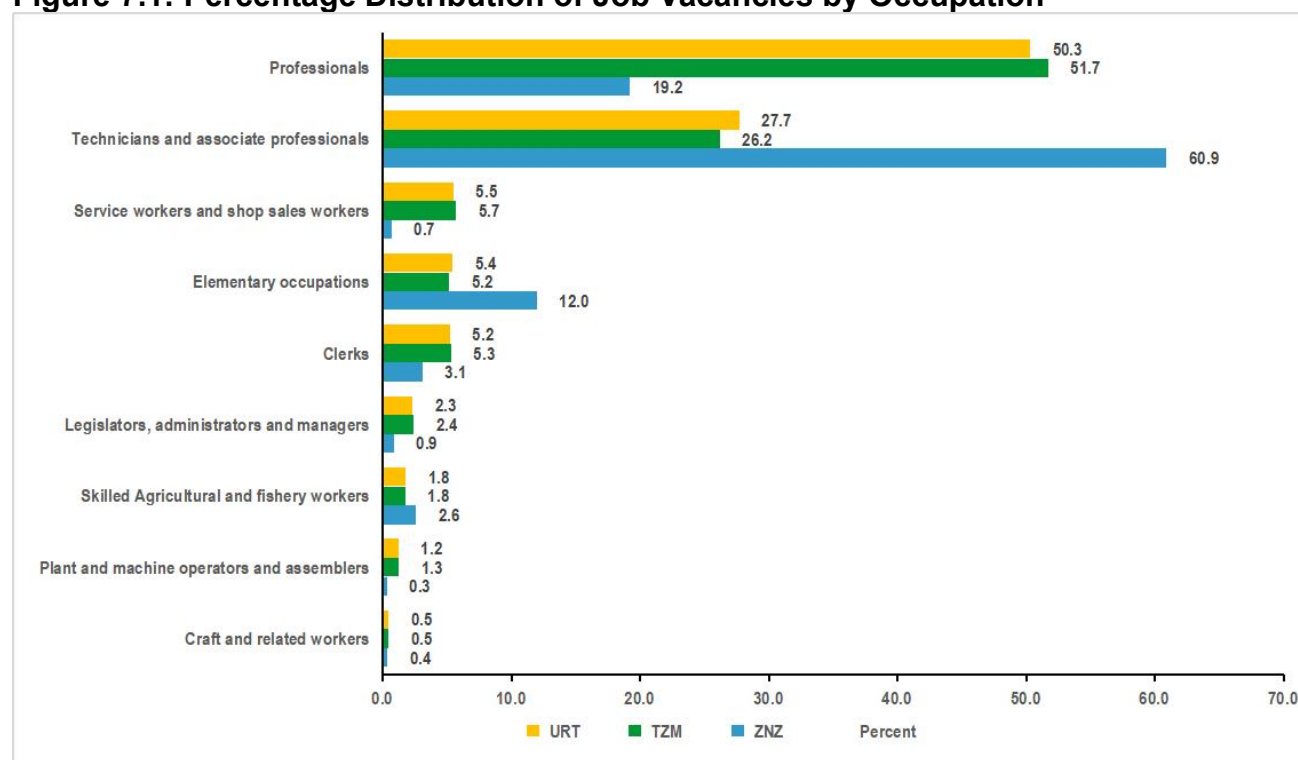
7.1 Introduction

This chapter presents data on job vacancies in formal sector establishments for the year 2024/25. 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



Source: EES 2024/25

The results presented in Figure 7.1 indicate that the majority of job vacancies were concentrated in the Professionals category, accounting for 50.3 percent of all vacancies. This was followed by Technicians and Associate Professionals with 27.7 percent, while Service Workers and Shop Sales Workers (5.5 percent), Elementary Occupations (5.4 percent), and Clerks (5.2 percent) accounted for relatively smaller shares. The remaining occupational groups each represented less than 3.0 percent of the total job vacancies, indicating comparatively lower demand across these occupations.

Table 7.1: Percentage Distribution of Job Vacancies by Occupation and Work Experience

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	2.0	0.3	0.0	0.0	2.3	2.0	0.3	0.0	0.0	2.4	0.4	0.3	0.1	0.1	0.9
Professionals	41.3	8.0	0.9	0.1	50.3	42.4	8.3	0.9	0.1	51.7	16.0	2.5	0.4	0.4	19.2
Technicians and associate professionals	24.7	2.4	0.4	0.2	27.7	23.2	2.5	0.4	0.1	26.2	58.6	1.6	0.4	0.4	60.9
Clerks	4.2	0.9	0.2	0.0	5.2	4.3	0.8	0.2	0.0	5.3	1.7	1.2	0.1	0.1	3.1
Service workers and shop sales workers	3.3	1.8	0.3	0.0	5.5	3.4	1.9	0.3	0.0	5.7	0.4	0.2	0.1	0.0	0.7
Skilled Agricultural and fishery workers	1.5	0.2	0.0	0.0	1.8	1.5	0.2	0.0	0.0	1.8	2.1	0.4	0.1	0.0	2.6
Craft and related workers	0.2	0.2	0.0	0.0	0.5	0.2	0.2	0.0	0.0	0.5	0.3	0.1	0.0	0.0	0.4
Plant and machine operators and assemblers	0.4	0.8	0.1	0.0	1.2	0.4	0.8	0.1	0.0	1.3	0.2	0.1	0.1	0.0	0.3
Elementary occupations	4.9	0.5	0.0	0.0	5.4	4.6	0.5	0.0	0.0	5.2	10.8	0.8	0.2	0.1	12.0
Total	82.4	15.2	2.0	0.4	100.0	82.1	15.6	2.0	0.4	100.0	90.5	7.1	1.3	1.1	100.0

Source: EES 2024/25

The results presented in Table 7.1 show that the majority of job vacancies (82.4 percent) did not require any prior work experience. Most of these vacancies were concentrated in the occupational categories of Professionals (41.3 percent) and Technicians and Associate Professionals (24.7 percent). The table further indicates that only 0.4 percent of job vacancies required five or more years of work experience, representing the smallest proportion of all vacancies.

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

Occupations	URT				TZM				ZNZ			
	Male	Female	Any	Total	Male	Female	Any	Total	Male	Female	Any	Total
Legislators, administrators and managers	1.8	6.1	92.1	100.0	1.7	6.1	92.2	100.0	9.8	6.6	83.6	100.0
Professionals	6.0	3.3	90.6	100.0	5.9	3.4	90.8	100.0	14.4	2.4	83.2	100.0
Technicians and associate professionals	5.7	2.7	91.5	100.0	5.8	2.2	92.0	100.0	4.6	8.1	87.2	100.0
Clerks	3.5	13.4	83.1	100.0	3.1	13.6	83.4	100.0	18.2	8.2	73.6	100.0
Service workers and shop sales workers	4.0	47.1	48.9	100.0	3.9	47.2	48.9	100.0	16.7	39.6	43.8	100.0
Skilled agricultural and fishery workers	5.8	1.1	93.1	100.0	2.3	1.2	96.6	100.0	58.7	0.0	41.3	100.0
Craft and related workers	34.7	11.8	53.5	100.0	34.8	12.2	53.0	100.0	32.0	0.0	68.0	100.0
Plant and machine operators and assemblers	67.0	0.5	32.5	100.0	67.3	0.5	32.2	100.0	43.5	0.0	56.5	100.0
Elementary occupations	22.3	10.6	67.1	100.0	20.9	7.3	71.9	100.0	35.4	42.5	22.1	100.0
Total	7.4	6.5	86.1	100.0	7.1	6.3	86.6	100.0	12.4	11.1	76.6	100.0

Source: EES 2024/25

The findings presented in Table 7.2 indicate that the majority of job vacancies (86.1 percent) had no sex preference. Among these vacancies, the occupations of Skilled Agricultural and Fishery Workers (93.1 percent), Legislators, Administrators and Managers (92.1 percent), Technicians and Associate Professionals (91.5 percent), and Professionals (90.6 percent) recorded the highest proportions with no sex preference. In contrast, 7.4 percent of vacancies preferred male candidates, while 6.5 percent preferred female candidates. The occupations of Plant and Machine Operators and Assemblers (32.5 percent) and Craft and Related Workers (53.5 percent) had the lowest proportions of vacancies with no sex preference, indicating relatively stronger gender preferences in these occupational groups.

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

Industry	URT			TZM			ZNZ		
	Replacement	New position	Total	Replacement	New position	Total	Replacement	New position	Total
Agriculture, forestry and fishing	2.0	0.1	2.1	2.1	0.1	2.2	0.5	0.3	0.8
Mining and quarrying	0.0	0.1	0.2	0.0	0.2	0.2	0.0	0.0	0.0
Manufacturing	1.5	0.2	1.7	1.6	0.2	1.8	0.4	0.0	0.4
Electricity, gas, steam and air conditioning supply	0.1	0.0	0.1	0.0	0.0	0.0	0.3	0.0	0.3
Water supply; sewage, waste management and remediation activities	0.5	0.1	0.6	0.5	0.1	0.6	0.2	0.1	0.3
Construction	0.5	0.1	0.6	0.5	0.1	0.6	0.5	0.1	0.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	1.3	0.1	1.5	1.4	0.1	1.5	0.2	0.1	0.2
Transportation and storage	0.3	0.0	0.3	0.3	0.0	0.3	0.4	0.1	0.5
Accommodation and food service activities	1.9	1.1	2.9	1.9	1.1	3.0	0.6	0.5	1.1
Information and communication	0.5	0.1	0.5	0.5	0.1	0.6	0.3	0.0	0.3
Financial and insurance activities	0.6	0.0	0.6	0.6	0.0	0.6	0.1	0.0	0.1
Real estate activities	0.2	0.0	0.2	0.2	0.0	0.2	0.2	0.0	0.2
Professional, scientific and technical activities	2.2	0.3	2.5	2.3	0.3	2.6	0.4	0.2	0.6
Administrative and support service activities	2.9	3.8	6.7	3.0	4.0	6.9	0.7	0.0	0.7
Public administration and defence; compulsory social security	16.5	0.9	17.4	16.9	0.8	17.7	6.5	4.8	11.3
Education	40.0	4.9	44.9	39.4	3.8	43.2	52.9	29.2	82.1
Human Health and social work activities	13.3	0.7	14.0	13.9	0.7	14.7	0.2	0.0	0.2
Arts, entertainment and recreation	0.1	0.4	0.5	0.1	0.4	0.5	0.2	0.1	0.3
Other service activities	2.5	0.1	2.6	2.6	0.1	2.7	0.0	0.0	0.0
Total	86.8	13.2	100.0	87.8	12.2	100.0	64.5	35.5	100.0

Source: EES 2024/25

The results presented in Table 7.3 show that the Education sector accounted for the largest proportion of job vacancies (44.9 percent), followed by Public Administration and Defence; Compulsory Social Security (17.4 percent) and Human Health and Social Work Activities (14.0 percent). Together, these three sectors accounted for more than three-quarters of all reported job vacancies.

Overall, the majority of job vacancies (86.8 percent) arose from replacement needs, while 13.2 percent resulted from the creation of new positions. This indicates that most vacancies were intended to fill existing positions rather than expand the workforce.

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

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	16.7	74.7	0.5	1.0	3.9	3.2	100.0	16.6	75.0	0.5	1.0	3.7	3.3	100.0	23.6	58.2	0.0	1.8	16.4	0.0	100.0
Mining and quarrying	28.7	49.1	0.0	1.3	0.0	20.9	100.0	28.7	49.1	0.0	1.3	0.0	20.9	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Manufacturing	20.6	6.9	43.2	5.4	15.0	8.8	100.0	20.7	6.9	43.3	5.4	15.1	8.5	100.0	13.8	6.9	34.5	6.9	0.0	37.9	100.0
Electricity, gas, steam and air conditioning supply	54.6	14.5	17.3	6.8	0.0	6.8	100.0	38.7	19.5	23.3	9.2	0.0	9.2	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Water supply; sewerage, waste management and remediation activities	49.7	44.4	3.4	2.1	0.4	0.0	100.0	49.3	45.1	3.5	1.7	0.4	0.0	100.0	66.7	16.7	0.0	16.7	0.0	0.0	100.0
Construction	44.0	37.4	18.2	0.4	0.0	0.0	100.0	42.7	38.4	19.0	0.0	0.0	0.0	100.0	75.0	15.0	0.0	10.0	0.0	0.0	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	19.6	44.6	6.0	9.0	14.2	6.7	100.0	19.3	44.8	6.0	8.9	14.3	6.7	100.0	62.5	12.5	0.0	25.0	0.0	0.0	100.0
Division	42.7	24.9	6.6	24.2	0.0	1.6	100.0	40.6	24.7	7.0	25.9	0.0	1.7	100.0	71.9	28.1	0.0	0.0	0.0	0.0	100.0
Transportation and storage	4.1	22.9	3.6	33.3	5.8	30.4	100.0	4.0	22.6	3.2	33.7	5.8	30.7	100.0	13.0	39.0	28.6	9.1	0.0	10.4	100.0
Accommodation and food service activities	32.9	64.6	2.4	0.1	0.0	0.0	100.0	32.2	65.4	2.4	0.0	0.0	0.0	100.0	60.0	30.0	5.0	5.0	0.0	0.0	100.0
Information and communication	68.1	3.0	0.1	28.7	0.0	0.0	100.0	68.3	3.1	0.0	28.6	0.0	0.0	100.0	44.4	0.0	11.1	44.4	0.0	0.0	100.0
Financial and insurance activities	60.4	39.6	0.0	0.0	0.0	0.0	100.0	58.9	41.1	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Real estate activities	34.5	58.0	0.9	6.3	0.3	0.1	100.0	34.3	58.6	0.9	6.2	0.0	0.1	100.0	52.3	9.1	0.0	13.6	25.0	0.0	100.0
Professional, scientific and technical activities	4.4	17.4	11.4	32.3	34.5	0.0	100.0	4.4	17.5	11.4	32.0	34.7	0.0	100.0	0.0	3.8	0.0	96.2	0.0	0.0	100.0
Administrative and support service activities	43.1	55.0	0.7	0.9	0.1	0.1	100.0	42.6	56.0	0.7	0.4	0.1	0.1	100.0	61.6	19.0	0.9	18.1	0.3	0.1	100.0
Public administration and defence; compulsory social security	40.2	56.4	0.5	1.7	1.1	0.0	100.0	40.5	56.7	0.5	1.0	1.2	0.0	100.0	36.9	52.8	0.2	10.1	0.1	0.0	100.0
Education	27.7	71.1	0.2	0.5	0.2	0.3	100.0	27.7	71.1	0.2	0.5	0.2	0.3	100.0	40.0	53.3	0.0	0.0	0.0	6.7	100.0
Human health and social work activities	22.5	32.4	0.0	0.0	3.4	41.6	100.0	21.0	32.7	0.0	0.0	3.5	42.7	100.0	80.0	20.0	0.0	0.0	0.0	0.0	100.0
Arts, entertainment and recreation	39.8	49.8	1.6	3.9	2.1	2.8	100.0	39.8	49.8	1.6	3.9	2.1	2.8	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Other service activities	34.4	53.1	2.3	4.9	3.7	1.6	100.0	34.1	53.4	2.4	4.6	3.8	1.7	100.0	40.1	47.0	0.7	11.5	0.4	0.3	100.0
Total	34.4	53.1	2.3	4.9	3.7	1.6	100.0	34.1	53.4	2.4	4.6	3.8	1.7	100.0	40.1	47.0	0.7	11.5	0.4	0.3	100.0

Source: EES 2024/25

The results presented in Table 7.4 show that Tertiary Non-University and Tertiary University education levels were the most commonly required qualifications across industries, accounting for 53.1 percent and 34.4 percent of all job vacancies, respectively. These qualifications were particularly in demand in industries such as Information and Communication (64.6 percent Tertiary Non-University), Professional, Scientific and Technical Activities (58.0 percent), Human Health and Social Work Activities (71.1 percent), Education (56.4 percent), and Public Administration and Defence; Compulsory Social Security (55.0 percent).

Furthermore, Primary Education as a minimum qualification was most commonly required in Administrative and Support Service Activities (34.5 percent), followed by Manufacturing (15.0 percent) and Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles (14.2 percent). On the other hand, vacancies requiring no formal education were most prevalent in Arts, Entertainment and Recreation (41.6 percent), Accommodation and Food Service Activities (30.4 percent), and Mining and Quarrying (20.9 percent).

CHAPTER EIGHT

Summary of Key Findings, Policy Implications and Recommendations

8.1 Introduction

This chapter synthesizes key findings from the 2024/25 Employment and Earnings Survey (EES) to inform policy formulation, program monitoring and strategic reviews. It highlights the macroeconomic implications of these findings and outlines targeted recommendations designed to achieve sustainable development outcomes. The insights and strategic interventions detailed herein span six core thematic areas: employment profiles, monthly wage rates, cash earnings, annual wage bills, new recruitments and job vacancies.

8.2 Employment Profile

8.2.1 Employment by Sector

Key Findings:

- The private sector remains the primary engine of formal employment in the United Republic of Tanzania (URT), accounting for 70.5 percent of all formal jobs (4,565,960 workers).

Policy Implications:

- The prevalence of private sector employment calls for strengthened labor oversight.

Recommendations:

- government strategies for job creation and economic growth must prioritize enabling, supporting, and regulating private sector development.

8.2.2 Youth Employment

Key Findings:

- The formal labor market is highly youthful; young people (aged 15–35 years) constitute 57.1 percent of all regular employees.

Policy Implications:

- The presence of a youthful labor force can shape reform agendas in politics and the economy.

Recommendations:

- Encourage internships and apprenticeships through collaboration between public institutions and private enterprises.
- Tailor youth employment initiatives to align with labor market demands.

8.2.3 Employment by Sex**Key Findings:**

- Gender disparities persist in the formal workforce, with women representing only 39.7 percent of employees compared to men at 60.3 percent.

Policy Implications:

- The limited representation of women less than 40 percent in formal employment signals missed economic opportunities for Tanzania.

Recommendations:

- Grant tax incentives to private businesses that successfully integrate 40–50 percent women into their workforce.

8.2.4 Disability and Employment**Key Findings:**

- Persons with Disabilities constitute a marginal 0.5 percent of the 4,022,270 regular formal employees.

Policy Implications:

- Indicates unresolved accessibility barriers and systemic hiring biases.

Recommendations:

- Strengthen enforcement of mandated employment quotas for persons with disabilities.

8.2.5 Employment by Industry

Key Findings:

- Education and manufacturing industries stand out as leading employment sectors, accounting for 16.2 percent and 15.7 percent respectively.

Policy Implications:

- Emphasizes the call for robust industrial frameworks, comprehensive vocational training, and strengthened labor protections.

Recommendations:

- Invest in skills and vocational training.
- Encourage regional manufacturing hubs and foster rural industrial growth.
- Advance modernization of infrastructure while strengthening policy alignment.

8.3 Cash Earnings Profile

Key Findings:

- Public sector employees earn (TZS 1.33 million) more than double their private sector counterparts (TZS 623,437).

Policy Implications:

- Formal private enterprises face structural headwinds when competing for attracting and retaining top-tier technical talent.

Recommendations:

- Establish a biennial cross-sector compensation review, using EES data as the standing evidence base, with findings tabled at the tripartite labour advisory body.

8.4 Annual Wage Bill

Key Findings:

- The private sector commands a larger share of the annual wage bill (TZS 29.0 trillion) compared to the public sector (TZS 22.3 trillion).

Policy Implications:

- Strong labor governance (minimum wage enforcement, fair contracts, social security compliance) becomes critical to protect workers.

Recommendations:

- Use the annual EES wage-bill release as a standing input to the statutory minimum wage review board, with a published response from the board within 90 days of each release.

ANNEXES

Table A1.1: List of Participants Engaged in Implementation of the 2024/25 EES

S/N	Name	Title	Institution
1.	Dr. Ruth Minja	Director for Population Census and Social Statistics	NBS
2.	Fahima Mohammed Issa	Director for Social Statistics	OCGS
3.	Said Mohammed Said	Head of Statistics Pemba	OCGS
4.	James Mbongo	Ag. Director for Statistical Coordination, Research and Operations Directorate	NBS
5.	Sabina Raphael Daima	Head of Gender and Labour Statistics Division	OCGS
6.	Paskas Sawaki	Principal Statistician	NBS
7.	Hashim Njowe	Principal Statistician	NBS
8.	Mhina Khamis Suleiman	Principal Statistician	OCGS
9.	Saruni Njipay	Senior Statistician	NBS
10.	David Mwaipopo	Senior Statistician	NBS
11.	Amina Mawazo Denge	Senior Statistician	OCGS
12.	Rayyan Maalim Kassim	Statistician	OCGS
13.	Philbert Mrema	Senior Social Worker	NBS
14.	Arafa Talib Yassin	Statistician	OCGS
15.	Ibrahim Makame Nyange	Statistician	OCGS
16.	Ndimbwelu Mwakibinga	Statistician	NBS
17.	Abdillah Mkaikuta	Statistician	NBS
18.	Mary August	Senior Statistician	NBS
19.	Theresia Sagamilwa	Senior Statistician	NBS
20.	Servus Sagday	Senior Consultant	Retired
21.	Hashim M. Uzia	Head of ICT	OCGS
22.	Rajabu Solo	IT	NBS
23.	Khalid Lewanga	GIS	NBS

A1.2: Survey Quality Measurements

i. Introduction

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

ii. Non sampling errors

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

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

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

Table A1.2.1: Survey Quality Measures of Total Average Monthly Earnings by Region

REGION	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Dodoma	739,529	29,546	1.2594	1.1222	3.9953
Arusha	711,014	24,295	1.4351	1.1980	3.4170
Kilimanjaro	607,643	23,164	1.6491	1.2842	3.8121
Tanga	655,711	31,992	1.8392	1.3562	4.8789
Morogoro	619,144	18,380	1.7646	1.3284	2.9687
Pwani	942,664	39,233	1.3208	1.1493	4.1619
DSM	679,845	11,873	3.1137	1.7646	1.7464
Lindi	871,629	43,902	1.0448	1.0222	5.0368
Mtwara	611,642	30,610	1.2165	1.1030	5.0045
Ruvuma	647,469	29,865	2.0479	1.4311	4.6125
Iringa	917,404	55,681	0.9794	0.9897	6.0694
Mbeya	517,094	16,209	1.7665	1.3291	3.1347
Singida	592,231	26,440	1.0819	1.0401	4.4645
Tabora	1,323,179	45,133	0.7929	0.8905	3.4109
Rukwa	640,142	34,996	0.8889	0.9428	5.4669
Kigoma	634,668	30,393	0.9959	0.9980	4.7888
Shinyanga	628,896	28,962	1.1383	1.0669	4.6051
Kagera	716,105	25,544	1.0342	1.0169	3.5671
Mwanza	613,892	18,733	1.3057	1.1427	3.0516
Mara	722,767	31,827	1.8543	1.3617	4.4035
Manyara	804,833	38,032	1.1674	1.0805	4.7255
Njombe	718,562	52,172	1.4063	1.1859	7.2607
Katavi	705,966	45,899	0.8188	0.9049	6.5016
Simiyu	560,450	27,512	0.9654	0.9825	4.9088
Geita	575,581	27,739	0.7279	0.8532	4.8192
Songwe	545,061	23,233	0.4764	0.6902	4.2625
Kaskazini Unguja	468,566	20,345	0.1062	0.3259	4.3420
Kusini Unguja	484,776	21,150	0.1061	0.3257	4.3628
Mjini Magharibi	621,474	24,737	0.1059	0.3254	3.9804
Kaskazini Pemba	543,493	56,296	0.1067	0.3266	10.3581
Kusini Pemba	690,479	34,941	0.1063	0.3261	5.0604

Source: EES 2024/25

Table A1.2.2: Survey Quality Measures of Total Average Monthly Earnings by Sector

SECTOR	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Private	603,184	5,691	2.4311	1.5592	0.9435
Public	1,371,365	17,272	0.7887	0.8881	1.2595

Source: EES 2024/25

Table A1.2.3: Survey Quality Measures of Total Average Monthly Earnings by Industry

INDUSTRY	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Agriculture, forestry and fishing	631,326	36,625	2.1232	1.4571	5.8013
Mining and quarrying	729,188	44,002	1.6939	1.3015	6.0343
Manufacturing	419,076	11,359	2.5442	1.5951	2.7106
Electricity, gas, steam and air conditioning supply	906,483	67,425	0.9172	0.9577	7.4381
Water supply; sewerage, waste management and remediation activities	968,494	55,098	0.8471	0.9204	5.6890
Construction	856,530	41,830	1.5972	1.2638	4.8836
Wholesale and retail trade; repair of motor vehicles and motorcycles	583,001	9,218	2.1237	1.4573	1.5811
Transportation and storage	815,563	44,090	2.1593	1.4695	5.4061
Accommodation and food service activities	552,807	8,982	2.4001	1.5492	1.6248
Information and communication	634,059	39,285	2.1136	1.4538	6.1958
Financial and insurance activities	1,393,622	66,429	2.1567	1.4686	4.7667
Real estate activities	1,372,434	171,702	2.2147	1.4882	12.5108
Professional, scientific and technical activities	1,061,924	52,393	2.2253	1.4918	4.9338
Administrative and support service activities	640,247	33,457	2.4491	1.5650	5.2257
Public administration and defence; compulsory social security	1,295,348	23,124	0.9700	0.9849	1.7851
Education	936,175	17,197	0.8810	0.9386	1.8369
Human health and social work activities	689,848	19,775	1.7167	1.3102	2.8666
Arts, entertainment and recreation	704,422	65,228	3.6077	1.8994	9.2597
Other service activities	569,184	20,155	2.7781	1.6668	3.5411

Source: EES 2024/25

Table A1.2.4: Survey Quality Measures of Total Employment by Region

REGION	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Dodoma	26	2	0.2613	0.5111	8.6460
Arusha	42	8	0.2591	0.5091	18.2465
Kilimanjaro	27	2	0.2564	0.5064	8.6533
Tanga	32	4	1.2274	1.1079	13.2797
Morogoro	27	3	1.1170	1.0569	11.4616
Pwani	40	5	0.2596	0.5095	12.9490
DSM	26	2	1.4274	1.1948	6.1768
Lindi	32	5	0.5489	0.7409	14.9190
Mtwara	22	2	0.3350	0.5788	10.5904
Ruvuma	16	2	0.2247	0.4740	14.4985
Iringa	62	15	0.2594	0.5094	23.9092
Mbeya	19	2	0.4783	0.6916	9.6011
Singida	26	3	0.3593	0.5994	10.3560
Tabora	25	4	0.3056	0.5528	16.7243
Rukwa	25	3	0.3192	0.5650	13.2958
Kigoma	24	2	0.3327	0.5768	9.6030
Shinyanga	40	7	0.5851	0.7649	18.4216
Kagera	23	3	0.5982	0.7734	12.3479
Mwanza	26	2	0.3655	0.6045	8.7623
Mara	21	2	0.4007	0.6330	9.9991
Manyara	32	3	0.2648	0.5145	8.8354
Njombe	32	7	0.3023	0.5498	20.7848
Katavi	21	3	0.3565	0.5971	14.1739
Simiyu	20	2	0.2167	0.4655	11.9122
Geita	27	9	0.8246	0.9081	33.2780
Songwe	19	4	0.1313	0.3624	20.1874
Kaskazini Unguja	40	6	0.1064	0.3262	15.6901
Kusini Unguja	33	5	0.1063	0.3260	14.6158
Mjini Magharibi	47	5	0.1061	0.3257	10.7080
Kaskazini Pemba	22	3	0.1069	0.3269	14.6876
Kusini Pemba	58	15	0.1065	0.3263	26.7578

Source: EES 2024/25

Table A1.2.5: Survey Quality Measures of Total Employment by Sector

SECTOR	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Private	20	1	0.7334	0.8564	3.6261
Public	95	4	0.3906	0.6250	4.6429

Source: EES 2024/25

Table A1.2.6: Survey Quality Measures of Total Employment by Industry

INDUSTRY	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Agriculture, forestry and fishing	62	10	1.4743	1.2142	16.6663
Mining and quarrying	44	6	1.8429	1.3575	14.1673
Manufacturing	32	3	0.3601	0.6001	9.7278
Electricity, gas, steam and air conditioning supply	81	20	1.5262	1.2354	25.2088
Water supply; sewerage, waste management and remediation activities	45	6	0.5913	0.7689	13.5754
Construction	36	10	3.1141	1.7647	28.1239
Wholesale and retail trade; repair of motor vehicles and motorcycles	11	1	0.5815	0.7625	5.7612
Transportation and storage	31	4	1.3442	1.1594	13.1108
Accommodation and food service activities	11	0	1.2101	1.1000	3.9549
Information and communication	34	11	1.9346	1.3909	32.1226
Financial and insurance activities	26	3	0.6320	0.7950	10.8455
Real estate activities	14	3	1.5199	1.2328	24.8232
Professional, scientific and technical activities	35	5	0.2848	0.5337	14.9860
Administrative and support service activities	48	9	1.7518	1.3236	18.8786
Public administration and defence; compulsory social security	72	6	0.4182	0.6466	8.8961
Education	62	4	0.3879	0.6228	5.6898
Human health and social work activities	35	2	0.4964	0.7045	6.8916
Arts, entertainment and recreation	15	3	1.3128	1.1458	19.1278
Other service activities	13	1	0.6165	0.7852	7.4522

Source: EES 2024/25

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 2024/25 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 2024/25 EES questionnaire was pre-tested to ensure questions were understandable and would fetch intended responses. Moreover, the 2024/25 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

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	3,209	552	48	44	3,852	3,179	532	44	37	3,791	30	20	4	7	61
Professionals	67,845	13,220	1,404	242	82,712	66,708	13,044	1,377	215	81,345	1,137	176	27	27	1,367
Technicians and associate professionals	40,611	3,969	730	252	45,562	36,442	3,858	704	227	41,231	4,169	111	26	25	4,331
Clerks	6,846	1,405	306	27	8,585	6,726	1,321	300	17	8,365	120	84	6	10	220
Service workers and shop sales workers	5,457	2,982	534	42	9,016	5,426	2,970	530	41	8,968	31	12	4	1	48
Skilled agricultural and fishery workers	2,512	411	20	2	2,944	2,362	383	14	2	2,760	150	28	6		184
Craft and related workers	372	384	12	-	768	354	378	11		743	18	6	1		25
Plant and machine operators and assemblers	617	1,248	132	16	2,014	604	1,243	128	15	1,991	13	5	4	1	23
Elementary occupations	8,059	831	60	7	8,957	7,290	771	46		8,107	769	60	14	7	850
Total	135,527	25,002	3,246	634	164,410	129,090	24,500	3,154	556	157,301	6,437	502	92	78	7,109

Source: EES 2024/25

Table A72: Distribution Job Vacancies by Occupation and Sex Preference

Occupation	URT				TzM				ZNZ			
	Male	Female	Any	Total	Male	Female	Any	Total	Male	Female	Any	Total
Legislators, administrators and managers	69	237	3,547	3,852	63	233	3,496	3,791	6	4	51	61
Professionals	4,978	2,759	74,975	82,712	4,781	2,726	73,838	81,345	197	33	1,137	1,367
Technicians and associate professionals	2,612	1,242	41,708	45,562	2,411	890	37,930	41,231	201	352	3,778	4,331
Clerks	297	1,152	7,136	8,585	257	1,134	6,974	8,365	40	18	162	220
Service workers and shop sales workers	362	4,248	4,406	9,016	354	4,229	4,385	8,968	8	19	21	48
Agricultural and fishery workers	170	32	2,742	2,944	62	32	2,666	2,760	108		76	184
Craft and related workers	267	90	411	768	259	90	394	743	8		17	25
Plant and machine operators and assemblers	1,350	10	655	2,014	1,340	10	642	1,991	10		13	23
Elementary occupations	1,993	950	6,014	8,957	1,692	589	5,826	8,107	301	361	188	850
Total	12,097	10,720	141,593	164,410	11,218	9,933	136,150	157,301	879	787	5,443	7,109

Source: EES 2024/25

Table A7.3: Distribution of Job Vacancies by Industries and Reasons

Industry	URT			TZM			ZNZ		
	Replacement	New Position	Total	Replacement	New Position	Total	Replacement	New Position	Total
Agriculture, forestry and fishing	3,282	208	3,490	3,245	190	3,435	37	18	55
Mining and quarrying	72	240	311	72	240	311	0	0	0
Manufacturing	2,474	337	2,812	2,445	337	2,783	29	0	29
Electricity, gas, steam and air conditioning supply	93	0	93	69	0	69	24		24
Water supply; sewage, waste management and remediation activities	870	134	1,004	856	124	980	14	10	24
Construction	863	123	985	828	118	945	35	5	40
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,181	233	2,414	2,169	229	2,398	12	4	16
Transportation and storage	426	66	492	401	59	460	25	7	32
Accommodation and food service activities	3,050	1,776	4,826	3,007	1,742	4,749	43	34	77
Information and communication	778	126	904	760	124	884	18	2	20
Financial and insurance activities	908	41	949	901	39	940	7	2	9
Real estate activities	376	0	376	363	0	363	13	0	13
Professional, scientific and technical activities	3,616	545	4,162	3,585	532	4,118	31	13	44
Administrative and support service activities	4,717	6,260	10,977	4,665	6,260	10,925	52	0	52
Public administration and defence; compulsory social security	27,099	1,529	28,628	26,639	1,189	27,828	460	340	800
Education	65,734	8,098	73,832	61,976	6,019	67,995	3,758	2,079	5,837
Human Health and social work activities	21,900	1,174	23,073	21,886	1,173	23,058	14	1	15
Arts, entertainment and recreation	198	601	799	186	593	779	12	8	20
Other service activities	4,096	187	4,283	4,094	187	4,281	2	0	2
Total	142,733	21,677	164,410	138,147	19,154	157,301	4,586	2,523	7,109

Source: EES 2024/25

2024/25 Employment and Earnings Survey Questionnaire

CONFIDENTIAL	
 United Republic of Tanzania 2024/25 EMPLOYMENT AND EARNINGS SURVEY	
This information is collected under the Statistics Act CAP 351 THIS INFORMATION IS STRICTLY CONFIDENTIAL AND IS TO BE USED FOR STATISTICAL PURPOSES ONLY.	
SECTION A: IDENTIFICATION OF THE ESTABLISHMENT	
1. REGION:..... 2. DISTRICT:..... 3. WARD/SHEHIA:..... 4. VILLAGE/STREET:..... 5. NAME OF ESTABLISHMENT:..... 6. NAME OF MINISTRY/COMPANY:..... 7. NAME OF ENUMERATOR:..... 8. PHONE NO OF ENUMERATOR:..... 9. STATUS OF ESTABLISHMENT: No Changes of the Establishment.....1 Establishment Change the Main Activity (Specify new Activity).....2 Establishment Sold/ Change name (Specify new name and address).....3 Temporary closed of the Establishment.....4 Permanent closed of the Establish.....5	CODES 10: ADDRESS OF ESTABLISHMENT 10.1: Post Office Box Number & Location (e.g 465 Njombe)..... 10.2: TELEPHONE/MOBILE PHONE..... 10.3: FAX..... 10.4: EMAIL..... } End of the interview
 	

SECTION B: INFORMATION OF THE ESTABLISHMENT										
1. Total number of Employees by Type of Contract, Age Group and Sex as of 30th June 2025										
Type of contract	Age 15 - 24			Age 25 - 35			Age 36 and above			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Permanent Contract										
Temporary Contract (Specific task or Fixed term)										
Casual workers										
Total										
2. Total Number of Employees Working in the Government Strategic Projects from July 2024 to June 2025										
Male Employees										
Female Employees										
Total Employees										
3. Total Number of Employees With Disability by Type of Employment Contract, Age Group and Sex as of 30th June 2025										
Type of contract	Age 15 - 24			Age 25 - 35			Age 36 and above			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Permanent Employees										
Temporary Contract (Specific task or Fixed term)										
Casual workers										
Total										
4. How many hours per week your employees usually work										
5. Size of establishment by number of employees										
1 - 41 5 - 92 10 - 493 50+4										
6. Ownership										
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 Citizen7 NGO's8 Cooperative unions9 International Organizations10 Faith based Organisations.....11										
7: Economic Activity of the Establishment										
7.1: What is the Main economic activity of the establishment (WRITE IN FULL)							ISIC Code 			
7.2: What is Secondary economic activity of the establishment (WRITE IN FULL)							ISIC Code 			
8: What is the Taxpayer Identification Number (TIN) of your Establishment										
9: What is the annual turnover/sales in 2024/25: TZS										

SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2025					
C1: EMPLOYEES WITH PERMANENT CONTRACT					
(i) Tanzania Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2025		Gross Earnings as on June, 2025 (TZS)		Basic Salary as on June 2025
(a)		(b)		(c)	(d)
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 2025		Gross Earnings as on June, 2025 (TZS)		Basic Salary as on June 2025
(a)		(b)		(c)	(d)
Male	10		11		12
Female	13		14		15
Total	16		17		18
C2: EMPLOYEES WITH TEMPORARY CONTRACT(Specific & Fixed term)					
(i) Tanzania Citizens Employees					
Sex	Number of Employees with Temporary Contract as on 30th June 2025		Gross Earnings as on June, 2025 (TZS)		Basic Salary as on June 2025
(a)		(b)		(c)	(d)
Male	01		02		03
Female	04		05		06
Total	07		08		09
(ii) Non Tanzanian's Citizens Employees					
Sex	Number of Employees with Temporary Contract as on 30th June 2025		Gross Earnings as on June, 2025 (TZS)		Basic Salary as on June 2025
(a)		(b)		(c)	(d)
Male	10		11		12
Female	13		14		15
Total	16		17		18

SECTION D: WAGE RATES FOR TANZANIAN CITIZENS

(i) Employees with Permanent Contract

Income Groups	Male		Female		Total	
Under 140,000/=	01		02		03	
140,000/= to 199,999/=	04		05		06	
200,000/= to 299,999/=	07		08		09	
300,000/= to 399,999/=	10		11		12	
400,000/= to 499,999/=	13		14		15	
500,000/= to 599,999/=	16		17		18	
600,000/= to 699,999/=	19		20		21	
700,000/= and Over	22		23		24	
TOTAL	25		26		27	

(ii) Employees with Temporary Contract (Specific & Fixed term)

Income Groups	Male		Female		Total	
Under 140,000/=	28		29		30	
140,000/= to 199,999/=	31		32		33	
200,000/= to 299,999/=	34		35		36	
300,000/= to 399,999/=	37		38		39	
400,000/= to 499,999/=	40		41		42	
500,000/= to 599,999/=	43		44		45	
600,000/= to 699,999/=	46		47		48	
700,000/= and Over	49		50		51	
TOTAL	52		53		54	

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

SECTION F: CASUAL WORKERS

Sex	Number of Casual Workers Employed as on 30th June 2025		Total Person - Days Worked During June, 2025		Total Cash Earnings for the Month of June 2025		Monthly Average Earnings for the Month of June, 2025	
(a)		(b)		(c)		(d)		(e) = (d)/(b)
Male	01		02		03		04	
Female	05		06		07		08	
Total	09		10		11		12	

SECTION G: OTHER BENEFITS PAID TO EMPLOYEES (July 2023 to June 2025)

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 2024 to June 2025)

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, 2024 to 30th JUNE, 2025

1. Occupation Title (WRITE IN FULL) Example: Accountant; Secondary School Teacher. Etc	(TASCO CODE)	2. Highest Level of Education Attained Doctor of Philosophy (PhD).....1 Master Degree.....2 First Degree/Advanced Diploma.....3 Ordinary Diploma.....4 Certificate.....5 Vocational Training.....6 Secondary Education.....7 Primary Education.....8 Never attended school.....9	3. Main Field of Study (WRITE IN FULL) Example: Secondary Education, Welding; Accountant.	(SUBJECT OF TRAINING CODE)	4. Citizenship Tanzania1 Kenya.....2 Uganda.....3 Burundi.....4 Rwanda.....5 South Sudan.....6 DRC.....7 Other Countries.....8	5. Reasons for Recruiting New Employees New Position.....1 Replacement.....2 Other (Specify).....3	6. Employment Contract Permanent contract.....1 Specific task contract.....2	7. Starting Basic Salary/Wage per month (TZS)	8. Number of Employees by Sex	
									Male	Female
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										

SECTION J: CURRENT JOB VACANCIES (AS OF 30th June 2025)

1. Type of Occupation Available as of 30th June, 2025 (WRITE IN FULL) Example: Accountant; Secondary school teacher)	(TASCO CODE)	2. Number of vacancies available	3. Required level of education Doctor of Philosophy (PhD).....1 Master Degree.....2 First Degree/Advanced Diploma...3 Ordinary Diploma.....4 Certificate.....5 Vocational Training.....6 Secondary Education.....7 Primary Education.....8 No education required.....9	4. Required Field of Study (WRITE IN FULL) Example: Statistics; Secondary School teacher; Accountant	(SUBJECT OF TRAINING CODE)	5. Reasons for Existing Post/Vacancies Lack of Local Professionals.....1 Lack of Employment Permit.....2 Financial Constraint.....3 Migration/Resign or Terminated...4 Retirement/Death.....5 New Vacancy.....6 Other (Specify).....7	6. Required work experience Not required.....1 1 to 2 years.....2 3 to 4 years.....3 5 years and above.....4	7. Sex Preference Male.....1 Female.....2 Any.....3
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								

K: FUTURE JOB VACANCIES IN THE NEXT THREE YEARS

1. Occupation Title (WRITE IN FULL) Example: Accountant; Secondary School Teacher	TASCO CODE	2. Number of Vacancies		
		2025/26	2026/27	2027/28
01				
02				
03				
04				
05				
06				
07				
08				
09				
10				

SECTION L: NUMBER OF EMPLOYEES DROPPED OUT FROM THE ESTABLISHMENT FROM JULY 2024 TO JUNE 2025				
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									

