



The United Republic of Tanzania

**FORMAL SECTOR EMPLOYMENT AND EARNINGS
SURVEY, 2016
TANZANIA MAINLAND**



National Bureau of Statistics
Ministry of Finance and Planning
Dar es Salaam

May, 2018



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FOREWORD

This report presents results of the 2016 Employment and Earnings Survey (EES) conducted by the National Bureau of Statistics (NBS) on behalf of the Government of the United Republic of Tanzania. The survey was undertaken between July and December 2016 and enquired about the status of employment and earnings with reference to 30th June 2016. The history of the Employment and Earnings Surveys (EES) in Tanzania goes back to 1963 when the first post-independence survey was launched and this survey is the twelfth after the 2001 EES.

The main objective of this survey is to provide information relating to status of employment and earnings in the country. The survey was designed such that its results could be used as a proxy in estimating the labour market indicators to facilitate policy formulation, planning and estimating the contribution of various sectors to the Gross Domestic Product (GDP).

This report is the only source of information showing the distribution of income and number of employees; newly recruited workers and job vacancies in the formal sector of employment at regional level. The need for this report arises from the appreciation of information gap that persisted on employment and earnings in regional estimates. It is expected that it will provide new insights for planners, policy makers, researchers and other users dealing with employment and related issues in the country.

The success of this survey depended on cooperation and contribution of several groups of stakeholders and individuals during various stages of implementation. NBS would like to recognize the efforts of the Department of Field Operations, particularly the Business register (BR) unit and the Regional Statistical Offices (RSO). In addition, NBS would like to extend gratitude to respondents, particularly employers who supplied the requested information. NBS looks forward to their continuing cooperation and support in future surveys.

NBS would also like to express its sincere appreciation to all persons who participated in this exercise, particularly Mr. Ephraim Kwesigabo, Director for Social Statistics and Population Census, Ms. Ruth Minja, Manager for Environment Statistics and Statistical analysis and Mr. Gregory Millinga, Acting Manager for Labour and Price Statistics for managing properly this survey with joint technical support from Mr. Muhiddin Mtindo, Principal Statistician; Mr. James Mbongo, Senior Statistician; Mr. Paskas

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



Dr. Albina Chuwa

Director General

National Bureau of Statistics

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EXECUTIVE SUMMARY

Introduction

This executive summary presents in a nutshell the findings of the 2016 Employment and Earnings Survey (EES) on the state of employment in the formal sector in Tanzania Mainland. The EESs are conducted by the National Bureau of Statistics (NBS), as mandated by Statistics Act 2015, which empowers NBS to collect, compile and disseminate official statistics in the country. The summary is presented for the six main topical areas namely:- Employment Profile; Wage Rates Profile; Cash Earnings Profile; Annual Wage Bill Profile; Newly Recruited Workers; and Job Vacancies.

Employment Profile

The findings on employment profile reveal an increase in total employment in the formal sector from 2,334,969 employees in 2015 to 2,599,311 employees in 2016; which is an increase of 308,951 employees. The majority of employees are employed in the private sector (1,748,695 private and 850,616 public). Proportion of regular employment has increased from 88.2 percent in 2015 to 92.9 percent in 2016, while casual employment has decreased from 11.8 percent in 2015 to 7.1 under the same span of time. Education industry had the largest share of total employment with 18.5 percent followed by manufacturing industry (18.1 percent); and public administration and defence, compulsory social security industry with 13.6 percent of total employment.

It is also indicated that there are more adult employees under regular employment (63.2 percent) compared to youth employees who accounted for 36.8 percent of the total regular employees. With regard to disability status, the results indicate that, there were 3,935 employees (about 0.2 percent of total employment in the formal sector) with various types of disabilities. The results also show that, Dar es Salaam region had the largest proportion of employment, with 31.2 percent of all employees, followed by Morogoro region (10.9 percent) and Arusha region (6.8 percent).

Wage Rates Profile

Regarding the wage rates of employees in the formal sector, the findings show that, overall in 2016, majority of citizen employees (22.9 percent) earned monthly wages between TZS 500,001 and 900,000. In the private sector however, there were more citizen employees in lower wage rates with 17.8 percent earning monthly wages between TZS 150,001 and 300,000 and 14.6 percent earning between TZS 100,001 and 150,000. For the public sector, about 15.3 percent of citizen employees

earned between TZS 500,001 and 900,000 and about 8.1 percent earned monthly wages between TZS 300,001 and TZS 500,000. The findings also reveal that, about 4.5 percent of all citizen employees earned TZS 1,500,000 or above, with a slightly larger proportion in the private sector (2.7 percent) than public sector (1.8 percent).

Financial and insurance activities had the highest proportion of employees (33.3 percent) earning wages above TZS 1,500,000 followed by information and communication industry (22.1 percent). Conversely, construction, wholesale and retail trade and repair of motor vehicles and motorcycles activities had larger proportions of their employees in lower wage rates between TZS 150,001 and 300,000.

Cash Earnings Profile

The findings indicate that, overall monthly average cash earnings for employees in the formal sector surged up slightly from TZS 403,729 in 2015 to TZS 448,462 in 2016. Monthly cash earnings in the public sector increased from TZS 1,063,064 in 2015 to TZS 1,243,945 in 2016, whereas in the private sector it increased slightly from TZS 353,589 to 362,400. The results boldly note that, on average, cash earnings for employees in the public sector were three times as much as that of the private sector.

In addition, analysis of monthly cash earnings by sector reveals that, parastatal organizations had the highest monthly average cash earnings of TZS 1,452,326, while profit making institutions had the lowest monthly average cash earnings of TZS 339,229. It is also found that in 2016, financial and insurance activities had the highest monthly average cash earnings of TZS 1,388,070 followed by public administration and defense; compulsory social security with TZS 1,292,652.

Annual Wage Bill Profile

Analysis on annual wage bill indicates that, overall, employers in public and private sectors had collective annual wage bill of TZS 23,637 billion in 2016, with employers in private sector having higher annual wage bill than in the public sector. The largest annual wage bills were incurred by employers in private profit-making institutions amounting to TZS 9,536 billion followed by employers in private nonprofit-making institutions with TZS 5,295 billion. Employers in parastatal institutions, including both non-profit and profit-making institutions had relatively smaller annual wage bills of TZS 662 billion and TZS 236 billion respectively. Results on annual wage bill by industry indicates that, the largest proportion of wage bill were in the education industry with 20.4 percent. Public

administration and defence; compulsory social security had the second largest annual wage bill of 16.6 percent.

Newly Recruited Workers

The findings on the newly recruited workers reveal that, total number of newly recruited workers in 2016 was 69,639 of which 34,594 employees filled newly created posts and 35,045 employees filled existing vacancies. The findings also indicate that, among the newly recruited employees, there were more females (19,433) than males (15,161). On the other hand, private sector had more new recruits with 51,251 employees compared to public sector with 18,388. It is further indicated that, occupations of service workers and shop sales workers; and technicians and associate professionals had larger number of new recruits with 15,515 employees and 14,876 employees, respectively. With regard to education qualification, the findings indicate that, number of males with tertiary education are more in the new recruits (8,279 employees) equivalent to 23.7 percent compared to female comprised of 4,559 employees (about 13.2 percent).

Moreover, it is established that, out of the total number of newly recruited employees, the largest proportion, 66.4 percent (46,262 employees) were employed on permanent basis followed by 25.3 percent (17,615 employees) who were engaged on contractual basis.

Job Vacancies

Analysis for job openings in the formal sector shows that, the largest proportion of job vacancies in 2015/16 (63.6 percent) were for technicians and associate professionals, followed by professionals (21.6 percent). The remaining occupations each had less than 5 percent of the total job vacancies. The majority of these jobs, (85.3 percent) did not require any working experience. Vacancies that required prior working experiences of 1-2 and 3-4 years constituted about 10.6 percent and 2.8 percent respectively.

The findings also reveal that, the largest proportion of the reported vacancies (93.3 percent) did not attach any sex preference for the potential candidates. However, 4.4 percent of vacancies preferred male employees compared to 2.3 percent which preferred female employees.

KEY FINDINGS

	Indicators	2015	2016
1.	Employment Profile		
	<i>Total employment</i>	2,334,969	2,599,311
	Adult Male	1,043,215	1,058,775
	Adult Female	570,725	599,271
	Youth Male	433,590	558,045
	Youth Female	287,439	383,220
2.	Employment by Sector		
	<i>Private Sector</i>	1,568,165	1,748,695
	Profit Making Institutions	1,248,841	1,388,715
	Non-profit Making Institutions	288,844	324,707
	Cooperatives	30,480	35,273
	<i>Public Sector</i>	766,803	850,616
	Central and Local Government	725,262	773,066
	Parastatal Organizations	41,541	77,550
3.	Total Employment by Category of Employment		
	Regular Employees	2,060,013	2,416,032
	Casual Employees	274,956	183,279
4.	Regular Employment by Citizenship		
	Citizen	2,040,925	2,390,529
	Non-citizen	19,088	25,504
5.	Employment for Selected Industries		
	Agriculture, forestry and fishing	136,739	153,904
	Mining and quarrying	30,259	35,900
	Manufacturing	422,108	471,624
	Construction	58,358	76,306
	Transportation and storage	63,596	75,533
	Education	457,070	480,925
6.	Employment for Selected Regions		
	Dar es Salaam	715,229	811,547
	Morogoro	268,871	283,061
	Arusha	164,693	175,576
	Kilimanjaro	128,057	135,188
	Mbeya	119,586	128,169
	Lindi	28,417	32,699
	Tanga	110,063	120,562
7.	Distribution of Citizen Employees by Sector and Wage Rates		
	Private		
	Up to TZS 500,000	1,017,162	1,185,871
	TZS 500,001 – 1,500,000	226,119	293,735
	Above TZS 1,500,000	42,565	64,457
	Public		
	Up to TZS 500,000	322,869	227,368
	TZS 500,001 – 1,500,000	393,660	574,462
	Above TZS 1,500,000	38,549	42,999
8.	Annual Cash Earnings (TZS Million) by Sector	19,039,721	23,610,426

	Private	11,177,000	12,956,373
	Public	7,862,721	10,654,053
9.	<i>Monthly Average Cash Earnings (TZS) by Sector and Sex</i>		
	Private (Both Sexes)	353,589	362,400
	Male	373,704	391,886
	Female	366,590	368,090
	Public (Both Sexes)	1,063,064	1,243,945
	Male	1,097,990	1,279,127
	Female	957,816	1,083,130
10.	<i>Monthly Average Cash Earnings per Employee (TZS) for Selected Industries</i>		
	Public administration and defence; compulsory social security	997,058	1,292,652
	Education	566,674	679,201
	Human health and social work activities	441,489	523,236
	Professional, scientific and technical activities	960,465	987,634
11.	Total Annual Wage Bill (TZS. Millions)	17,547,984	23,637,000
	<i>Total Annual Wage Bill by sector</i>		
	Private	8,986,930	10,654,000
	Public	8,613,825	12,983,000
12.	Total Newly Recruited Workers	102,672	
	<i>Newly Recruited Workers by Occupation</i>		
	Legislators, administrators and managers	3,471	2,837
	Professionals	21,400	10,997
	Technicians and Associate professionals	48,377	14,876
	Plant and machine operators and assemblers	4,848	3,879
	Clerks	3,445	4,938
	<i>Newly Recruited Workers by Level of Education</i>		
	Tertiary University	26,382	12,838
	Tertiary Non –University	11,158	6,425
	Teacher Education / college	26,163	10,885
	Vocational Education	10,241	12,505
	Secondary Education	17,298	9,936
	Primary Education	10,749	17,050
	<i>Newly Recruited Workers for Selected Regions</i>		
	Dar es Salaam	15,445	22,307
	Morogoro	7,276	5,093
	Arusha	2,773	1,801
	Kilimanjaro	9,755	3,752
	Mbeya	7,993	3,228
	Mtwara	698	279
13.	Total Number of Vacancies	135,694	200,845
	<i>Job Vacancies by Occupation</i>		
	Legislators, administrators and managers	4,803	4,583
	Professionals	30,880	43,409
	Technicians and associate professionals	72,950	127,765
	Service workers and shop sales workers	14,472	9,304
	Clerks	3,776	6,329
	<i>Number of Job Vacancies by Qualification/Skill Required</i>		
	Education training	50,517	95,133
	Agriculture, forestry & fishery programs	17,277	13,778
	Medicine and health related programs	25,821	44,644
	Commercial, clerical, business and public administration	10,863	15,604
	<i>Number of Job Vacancies by Work Experience</i>		

No Work Experience Required	112,953	171,336
1-2 years	17,086	21,362
3-4 years	4,140	5,659
5 or more years	1,516	2,488
<i>Number of Job Vacancies by Reasons</i>		
Fell vacant/Replacement	22,582	44,079
Unfilled Post	-	-
New Position	113,112	156,765

List of Abbreviation and Acronyms

CRE	-	Central Register of Establishments
EAC	-	East African Community
EES	-	Employment and Earnings Survey
NBS	-	National Bureau of Statistics
NSSF	-	National Social Security Fund
PPF	-	Parastatal Pension Fund
PPS	-	Probability Proportion to Size
SDG	-	Sustainable Development Goals
TZS.	-	Tanzanian Shillings
ISIC	-	International Standard Industrial Classification of all Economic Activities

Chapter One

Concepts, Definitions and Survey Methodology

1. Introduction

The Employment and Earnings Survey (EES) is an establishment- based survey conducted annually in Tanzania Mainland by the National Bureau of Statistics (NBS). The survey covers formal establishments with employees in both private and public sectors. The establishments are divided into three main categories which are all public -sector establishments, all registered private establishments employing at least 50 persons and a sample of all registered private establishments whose number of employees are from 5 to 49 persons.

This chapter presents the concepts, definitions and survey methodological procedures followed during survey designing and implementation. It includes six main sub-sections with information on background, objective of the survey, the scope, concepts and definitions, survey methodology and estimation procedure.

1.1 Background

The 2016 EES is a continuation of similar surveys conducted each year. Historical background of Employment and Earnings Surveys dates back to 1963 when the EES was conducted for the first time, thereafter followed by other surveys conducted annually up to 1984. Due to shortage of financial resources, EES surveys were suspended after 1984. However, in 2001 the employment and earnings surveys resumed for the moment with exception of two years; 2008 and 2009. Employment and Earnings Survey Reports for 2001, 2002, 2005-2007, 2010-2011, 2012, 2013, 2014 and 2015 were published and are available on the NBS website and in its library.

1.2 Objectives of the Survey

The main objective of the 2016 Employment and Earnings Survey which is similar to the previous surveys was to collect comprehensive data on the status of employment and earnings as well as data on the socio-economic characteristics of the labour market for planning purposes. It is the only survey that provides estimates of employment and earnings in the formal sector at regional level.

1.3 Scope

The term scope as used in the Employment and Earnings Survey refers to the type of economic activity, institutional sectors and geographical areas of the surveyed establishments. The EES scope is delimited to formal establishments dealing with any of the economic activities with exception of activities of households as employers and activities of extraterritorial organizations. The survey covers establishments in 25 regions of Tanzania Mainland.

1.4 Concepts and Definitions

1.4.1 Employee

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.

1.4.2 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.

1.4.3 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.

1.4.4 Youth Persons

The term *youth persons*, 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.

1.4.5 Wage Rate

The term *wage rate* refer 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.

1.4.6 Cash Earnings

The term *cash earnings* refers to the remuneration in cash paid to employees, for the time worked or work done before any deductions are made, such as employees' contribution to social security or pension funds. The earnings 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.

1.4.7 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 to employees.

1.4.8 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.

1.4.9 Paid Leave

Paid leave refers to the total number of person-days and total value in cash concerning different categories of normal paid leaves.

1.4.10 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.

1.4.11 Free Ration

This refers to the employer's meals facilities supplied to employees free of charge or the amount of cash the employer pays to employees as meals allowances.

1.4.12 Social Security Fund

Social security fund refers to the contributions by both employer and employee to the social security scheme such as National Social Security Fund (NSSF), Parastatal Pension Fund (PPF) and other schemes of this nature organized by the establishment for the benefit of employees.

1.4.13 Public Sector

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

1.4.14 Private Sector

Private Sector includes profit making private establishments, non-profit making private establishments and co-operative establishments.

1.4.15 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:-

1.4.15.1 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.

1.4.15.2 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.

1.4.15.3 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.

1.4.15.4 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; also 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.

1.4.15.5 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.

1.4.15.6 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.

1.4.15.7 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.

1.4.15.8 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.

1.4.15.9 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.

1.4.15.10 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.

1.4.15.11 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.

1.4.15.12 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.

1.4.15.13 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.

1.4.15.14 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.

1.4.15.15 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.

1.4.15.16 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.

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

1.4.15.18 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.

1.4.15.19 Other Service Activities

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

1.4.15.20 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, secretaries etc. 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.

1.4.15.21 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 etc., 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 .

1.5 Survey Methodology and Estimation Procedure

1.5.1 The Sample Design

The Employment and Earnings Survey 2016 is an establishment- based survey covering a total of 9,628 establishments from a frame of 68,119 establishments. This frame consists of all public establishments and formal private establishments employing 5 persons and above.

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 EES 2016 covered formal establishments in both private and public sectors in Tanzania Mainland 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 EES sample was based on a sampling frame obtained from the Central Register of Establishments (CRE) 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 persons. 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 the probability proportion to size (PPS).

1.5.2 Data Collection

Data were collected using questionnaires delivered to the selected establishments through regional statistical offices in Tanzania Mainland. 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 did not cover; activities of households as employers, members of the foreign diplomatic missions, corporation and international aid organizations stationed in Tanzania and members of armed forces.

1.5.3 The Response Status

Response rates for 2016 EES were computed based on the number of selected establishments and the number of establishments that actually responded to the survey. Out of 10,603 selected establishments, 9,628 establishments responded to the survey, giving a response rate of 90.8 per cent. This indicates that about 975 selected establishments equivalent to 9.2 per cent did not respond. The summary of response rates for both public and private sector is given in the Table 1.1.

Table 1. 1: Number of Establishments and Response Rates by Employment Size and Sector, Tanzania Mainland, 2016

Sector	Employment Size	Number of Establishments		Response Rate
		Selected	Responded	
Private	5 - 9	3,035	2,915	96.0
	10 - 49	3,110	2,359	75.9
	50 +	1,049	1,412	134.6
	Sub Total	7,194	6,686	92.9
Public	5 - 9	1,054	774	73.4
	10 - 49	1,355	1,125	83.0
	50 +	1,000	1,043	104.3
	Sub Total	3,409	2,942	86.3
Grand-Total		10,603	9,628	90.8

1.5.4 Weight

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

$$\text{Weight} = N/n$$

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

n = Total number of establishments that responded

Chapter Two Employment Profile

2. Introduction

The Government of Tanzania and other development partners are embarking on creation of employment to keep pace with among others the growing work force of the country, thus, employment is one of the prioritized socio-economic and political agenda in the country. Tanzania like other countries is facing a number of challenges regarding employment and therefore, a need for data to monitor and evaluate employment situation in the country has become more important now than ever. This chapter analyses the performance of employment in the formal sector in Tanzania Mainland in terms of sector, employment category, disability, age group, citizenship, industry and region. This information provides a platform for evaluation and implementation of various national, regional and global level programs aimed at boosting employment and poverty reduction. These include the National Five -Year Development Plan II (2016/17 - 2020/2), the EAC Vision 2050, the African Development Agenda 2063 and Global Sustainable Development Goals 2030 particularly goal number 8.

2.1 Employment by Sector, Category of Employment, Age Group and Sex

This section presents the characteristics of employed persons in the formal sector in terms of sector, category of employment, age group, disability and sex. Category of employment comprises of regular and casual employment while age group consists of adults (36 years and above) and youth (aged 15 -35years). This information plays an important role in evaluation, formulation and implementation of employment policy for betterment of the country's manpower utilization.

Table 2. 1: Distribution of Total Employees by Category of Employment and Sector, Tanzania Mainland, 2015 and 2016

Category of Employment	2015				2016			
	Private	Public	Total	Percent	Private	Public	Total	Percent
Regular	1,304,653	755,360	2,060,013	88.2	1,568,022	848,010	2,416,032	92.9
Casual	263,512	11,444	274,956	11.8	180,673	2,605	183,279	7.1
Total	1,568,165	766,803	2,334,969	100.0	1,748,695	850,616	2,599,311	100.0

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

Key Message

Employment in the formal sector in Tanzania Mainland has increased to 2,599,311 in 2016 from 2,334,969 in 2015. More employees (1,748,695) were in private sector compared to public sector (850,616).

Table 2.1 shows that, the total number of employees in the formal sector in Tanzania Mainland has increased from 2,334,969 in 2015 to 2,599,311 in 2016, recording an increase of 264,342 employees over a period of one year compared to an increase of 193,618 employees recorded in year 2014 and 2015.

The results also show that the private sector is still an important sector in terms of employment with 1,748,695 employees in 2016 which is twice as much compared to public sector with 850,616 employees. Both private and public sectors show an increment in employment between 2015 and 2016 with higher growth in the private sector (180,530 employees) compared to public sector with 83,813 employees over the period.

Furthermore, results indicate that the proportion of regular employment in the formal sector has increased from 88.2 percent in 2015 to 92.9 percent in 2016, while casual employment has decreased from 11.8 percent in 2015 to 7.1 percent in 2016. Casual employment is not favored by Tanzanian laws and is naturally precarious and normally associated with unfavorable working conditions.

Table 2. 2A: Percentage Distribution of Total Regular Employees by Age Group, Sector and Sex Tanzania Mainland, 2016

Age Group	Sex	2016		
		Private	Public	Total
Adult (36+ Years)	Male	29.4	11.1	40.5
	Female	14.2	8.5	22.7
	Sub Total	43.6	19.6	63.2
Youth (15 -35 Years)	Male	12.8	8.8	21.7
	Female	8.4	6.7	15.1
	Sub Total	21.3	15.5	36.8
Total Percent		64.9	35.1	100.0
Total Employees		1,568,022	848,010	2,416,032

Table 2.2A shows that adult regular employees accounts for the highest proportion of regular employees (63.2 percent) compared to youth with 36.8 percent. A similar pattern is observed in private sector where adults account for 43.6 percent compared to youth at 21.3 percent while a close proportion of adult and youth employees is noticed in public sector with 19.6 percent and 15.5 percent respectively.

There is a noticeable gender gap among the regular adult employees where males account for 40.5 percent compared to females with 22.7 percent. Results also show a larger gender gap in regular adult employment in private sector where males accounts for 29.4 percent compared to females with 14.2 percent. This indicates stronger gender preference towards male employees in private sector.

Table 2.2B: Percentage Distribution of Total Casual Employees by Age Group, Sector and Sex Tanzania Mainland, 2016

Age Group	Sex	2016		
		Private	Public	Total
Adult (36+ Years)	Male	42.9	0.8	43.7
	Female	27.5	0.2	27.7
	Sub Total	70.4	1.0	71.4
Youth (15-35 Years)	Male	18.7	0.3	19.0
	Female	9.5	0.1	9.6
	Sub Total	28.2	0.4	28.6
Total Percent		98.6	1.4	100.0
Total Employees		180,673	2,605	183,279

Table 2.2B shows that adult employees constitute a higher proportion of casual employees with 71.4 percent compared to youth employees with 28.6 percent. The results also indicate that private sector had the highest proportion of casual employees at 98.6 percent compared to public sector with 1.4 percent. Furthermore, it is revealed that there are proportionately more adult male employees in casual employment in private sector (42.9 percent) compared to adult females with 27.5 percent. A similar pattern is observed in casual youth employees with 18.7 percent for males and 9.5 percent for females.

2.2 Employment and Disability

The Disabled Persons Employment Act No. 2 of 1982 enforces inclusion of persons with disability into economic production through employment. It has set provision for employing at least two percent of persons with disability for every 50 employees in an establishment. This section presents the analysis of employment of disabled persons in the formal sector in Tanzania Mainland. The results can be used to assess the compliance with the disabled person’s employment Act.

Table 2. 3: Distribution of Regular Employees with Disability by Sector and Sex, Tanzania Mainland, 2016

Sector	Employees with Disability (number)			Percent of Employees with Disability			Total Regular Employees	Employees with Disability to Total Regular Employees (%)
	Male	Female	Total	Male	Female	Total		
Private	1,411	1,011	2,423	35.9	25.7	61.6	1,568,022	0.2
Public	910	603	1,512	23.1	15.3	38.4	848,010	0.2
Total	2,321	1,614	3,935	59.0	41.0	100.0	2,416,032	0.2

Key Message

It is revealed that, out of 2,416,032 regular employees in the formal sector, there were 3,935 employed persons with disability of whom 2,321 were males and 1,614 females.

Table 2.3 shows that there were 3,935 employed persons with disability (2,321 males and 1,614 females) out of 2,416,032 regular employees in the formal sector in 2016. Among the employed disabled persons, private sector has employed a larger proportion of persons with disability (61.6 percent) compared to public sector with 38.4 percent.

Furthermore, the results indicate that among the total disabled employees, there were more males (59.0 percent) than females (41.0 percent). The sex difference is much lower in the public sector (23.1 percent for males and 15.3 percent for females) compared to private sector (35.9 percent for males and

25.7 percent for females) than the private sector. Overall, the results indicate a very low level of absorption of persons with disability at 0.2 percent among regular employees.

2.3 Employment by Sub- Sector, Age Group and Sex

Variations across sub-sectors are important for designing sectorial programs for employment promotion. On the other hand, employment by sex and age provides important insight on distribution of employment opportunities among males and females. Youth employment has been a major policy concern, therefore disaggregating employment by age group will provide useful information for policies formulation to promote youth employment.

Table 2. 4A: Percentage Distribution of Total Employees by Sub- Sector and Sex, Tanzania Mainland, 2015 and 2016

Sector	2015			2016		
	Male	Female	Total	Male	Female	Total
A: Private						
Private Profit- Making Institutions	36.3	17.1	53.5	35.9	17.5	53.4
Private Non Profit -Making Institutions	6.8	5.6	12.4	6.7	5.8	12.5
Cooperatives	0.9	0.4	1.3	1.0	0.4	1.4
Total Percent A:	44	23.1	67.2	43.6	23.7	67.3
B: Public						
Central and Local Governments	18	13	31.1	16.8	12.9	29.7
Parastatal Organisations	1.2	0.6	1.8	1.8	1.2	3.0
Total Percent B:	19.2	13.6	32.8	18.6	14.1	32.7
Total Percent (A+B)	63.2	36.8	100.0	62.2	37.8	100.0
Total Number of Employees	1,476,805	858,164	2,334,969	1,616,820	982,491	2,599,311

Table 2.4A reveals that the private profit -making institutions have remained a major employer in the formal sector with 53.4 percent of all employees, which slightly decreased from 53.5 percent recorded in 2015. Central and local government ranked second with 29.7 percent of the employees in 2016 decreasing from 31.1 percent recorded in 2015. Cooperatives have the smallest proportion of employees (1.4 percent of total employees).

Results also show that the proportion of employed females (37.8 percent of total employees) is nearly a half the proportion of males (62.2 percent) in 2016, a similar pattern is observed in 2015. It is also observed that, the proportion of male employees in the private profit -making institutions (35.9 percent) is larger than females (17.5 percent). A similar pattern is observed in central and local governments, where 16.8 percent of employees are male and 12.9 percent are female.

Table 2.4B: Percentage Distribution of Total Adult (36+ years) Employees by Sub Sector and Sex, Tanzania Mainland, 2016

Sector	Male	Female	Total
A: Private			
Private Profit -Making Institutions	38.5	17.1	55.7
Private Non Profit -Making Institutions	7.8	6.3	14.1
Cooperatives	1.2	0.4	1.6
Total Percent A:	47.5	23.8	71.3
B: Public			
Central and Local Governments	14.5	11.1	25.7
Parastatal Organizations	1.8	1.2	3.0
Total Percent B:	16.3	12.3	28.7
Total Percent (A+B)	63.9	36.1	100.0
Total Number of Employees	1,058,775	599,271	1,658,046

Results in Table 2.4B indicate that the private profit- making institutions had the largest proportion of total adult employees in the formal sector with 55.7 percent followed by central and local governments (25.7 percent). The results also reveal that, the proportion of total adult female employees (36.1 percent) is nearly half that of total adult male employees (63.9 percent).

On the other hand, out of the total employment, 38.5 percent of adult male employees were in private profit -making institutions compared to adult female employees with 17.1 percent. Results further reveal that 14.5 percent of male employees were in central and local governments compared to females with 11.1 percent.

Table 2.4C: Percentage Distribution of Total Youth (15 - 35 years) Employees by Sub -Sector and Sex, Tanzania Mainland, 2016

Sector	Male	Female	Total
A: Private			
Private Profit -Making Institutions	31.2	18.2	49.5
Private Non Profit -Making Institutions	4.8	4.9	9.7
Cooperatives	0.6	0.4	0.9
Total Percentage A:	36.6	23.5	60.1
B: Public			
Central and Local Governments	20.9	16.0	36.9
Parastatal Organisations	1.8	1.2	3.0
Total Percent B:	22.7	17.2	39.9
Total Percent (A+B)	59.3	40.7	100.0
Total Number of Employees	558,045	383,220	941,265

The results in Table 2.4C indicate that private sector is an important employer for youth, employing 60.1 percent of youths aged 15 to 35 years compared to public sector with 39.9 percent. A lower proportion of female employees (40.7 percent) is observed among youth employees compared to males with 59.3 percent.

Youth male employees accounted for the larger share of employment in the private profit- making institutions (31.2 percent) compared to females (18.2 percent). A larger proportion of youth male employees is also observed in central and local governments with 20.9 percent of total youth employees compared to 16.0 percent of youth female employees.

2.4 Regular Employment by Citizenship and Sector

Citizenship of employees has become an important issue following regional integrations such as East African Community (EAC) that aims at free movement of labour within member states. In assessing the performance of employment in Tanzania, information on citizenship helps to inform policy formulation on areas of intervention.

Table 2. 5: Percentage Distribution of Regular Employees by Citizenship and Sub-Sector Tanzania Mainland, 2015 and 2016

Sector		Citizen		Non-Citizen		Total	
		2015	2016	2015	2016	2015	2016
A: Private	Profit -Making Institutions.	47.9	49.7	0.7	0.8	48.6	50.5
	Non Profit -Making Institutions.	13.1	12.9	0.2	0.1	13.3	13.1
	Cooperatives	1.4	1.3	0	0.0	1.4	1.4
Total Percent: A		62.4	64.0	0.9	0.9	63.3	64.9
B: Public	Central and Local Governments	34.7	31.8	0	0.1	34.7	31.9
	Parastatal Organizations	2.0	3.2	0	0.0	2.0	3.2
Total Percent: B		36.7	35.0	0	0.1	36.7	35.1
Total Percent : (A+B)		99.1	98.9	0.9	1.1	100.0	100.0
Total Employees		2,040,925	2,390,529	19,088	25,504	2,060,013	2,416,032

Key Message

The result indicates that, there were 2,390,529 Tanzania citizens and 25,504 Non-citizens employed in formal sector.

Table 2.5 shows that Tanzanian citizens accounted for 98.9 percent of total regular employees in the formal sector in 2016, slightly decreasing from 99.1 recorded in 2015. Correspondingly, the results indicate a slight increase in the share of employment for non-citizens from 0.9 percent recorded in 2015 to 1.1 percent in 2016.

The proportion of citizen employees in the private sector to total regular employees has increased from 62.4 percent in 2015 to 64.0 percent in 2016. On the other hand, the proportion of citizen employees in the public sector has decreased from 36.7 percent recorded in 2015 to 35.0 percent in 2016. The findings further reveal that, almost all regular non-citizen employees are engaged in private sector, accounting for 0.9 percent of total regular employees in 2016.

2.5 Employment by Industry and Category of Employment

This section highlights the distribution of employees in different economic activities. The assessment of these activities informs policy makers on the structure of the work force, performance of implemented policies in the formal sector and identification of areas which require special attention.

Table 2. 6A: Percentage Distribution of Total Employees by Industry and Category of Employment Tanzania Mainland, 2015 and 2016

Industry	Regular Employees		Casual Employees		Total Employees	
	2015	2016	2015	2016	2015	2016
Agriculture, forestry and fishing	3.7	4.4	22.3	25.4	5.9	5.9
Mining and quarrying	1.4	1.4	0.4	0.7	1.3	1.4
Manufacturing	16.3	16.8	31.7	35.9	18.1	18.1
Electricity, gas, steam and air conditioning supply	1.1	1.3	0.2	0.3	1.0	1.2
Water supply; sewage, waste management and remediation activities	0.4	0.4	0.7	1.5	0.4	0.4
Construction	2.0	2.3	5.9	11.0	2.5	2.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.7	7.3	10.2	11.2	8.0	7.6
Transportation and storage	2.8	3.0	2.0	1.7	2.7	2.9
Accommodation and food service activities	7.7	7.2	3.7	3.3	7.2	6.9
Information and communication	1.4	2.6	11.9	0.6	2.6	2.4
Financial and insurance activities	2.1	2.2	0.3	0.2	1.9	2.1
Real estate activities	0.2	0.2	0.0	0.1	0.2	0.2
Professional, scientific and technical activities	1.2	1.2	0.9	0.4	1.1	1.1
Administrative and support service activities	3.0	3.2	1.2	0.7	2.8	3.0
Public administration and defence; compulsory social security	14.1	14.6	1.5	0.3	12.6	13.6
Education	21.7	19.7	3.3	2.4	19.6	18.5
Human health and social work activities	8.0	7.2	1.4	1.0	7.2	6.7
Arts, entertainment and recreation	0.3	0.3	0.1	0.0	0.3	0.3
Other service activities	4.9	4.7	2.3	3.2	4.6	4.6
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	2,060,013	2,416,032	274,956	183,279	2,334,969	2,599,311

Key Message

The largest proportions to total employment were in Education industry (18.5%) and manufacturing industry with 18.1%.

Table 2.6A indicates that education industry has the largest share of total employment with 18.5 percent in 2016 compared to 19.6 percent in 2015. Manufacturing industry ranked second with 18.1 percent of total employment in 2016, followed by public administration and defence; compulsory social security with 13.6 percent.

The results also show that education industry led in 2016 by employing 19.7 percent of regular employees, followed by manufacturing industry with 16.8 percent and Public administration and defence; compulsory social security with 14.6 percent of regular employees. Real estate industry had the smallest share of regular employees in 2016 (0.2 percent).

Moreover, manufacturing was found to be the most important industry for casual employment, with an increasing share of total casual employees from 31.7 percent in 2015 to 35.9 percent in 2016. Agriculture, forestry and fishing was the second most important industry for casual employment, employing 25.4 percent of casual employees in 2016.

3.6 Employment by Industry, Category of Employment and Sex

This part discusses employment by industry in terms of regular and casual employment categories and sex. These data are of great importance as they provide basic information on employment levels for a specific industry. Analyzed information is helpful for policy makers to address gender gap in employment in various industries.

Table 2.6B: Percentage Distribution of Total Employees by Industry, Category of Employment and Sex, Tanzania Mainland, 2016

Industry	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	2.9	1.5	4.4	16.6	8.8	25.4	5.9
Mining and quarrying	1.3	0.2	1.4	0.5	0.1	0.7	1.4
Manufacturing	11.8	5.0	16.8	21.3	14.6	35.9	18.1
Electricity, gas, steam and air conditioning supply	0.9	0.4	1.3	0.3	0.0	0.3	1.2
Water supply; sewage, waste management and remediation activities	0.3	0.1	0.4	1.3	0.2	1.5	0.4
Construction	1.9	0.4	2.3	4.4	6.6	11.0	2.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	5.5	1.8	7.3	8.9	2.3	11.2	7.6
Transportation and storage	2.4	0.6	3.0	1.6	0.1	1.7	2.9
Accommodation and food service activities	3.3	3.9	7.2	1.8	1.5	3.3	6.9
Information and communication	1.7	0.9	2.6	0.3	0.3	0.6	2.4
Financial and insurance activities	1.2	1.0	2.2	0.1	0.0	0.2	2.1
Real estate activities	0.1	0.1	0.2	0.1	0.1	0.1	0.2
Professional, scientific and technical activities	0.7	0.4	1.2	0.3	0.1	0.4	1.1
Administrative and support service activities	2.5	0.7	3.2	0.5	0.1	0.7	3.0
Public administration and defence; compulsory social security	9.2	5.4	14.6	0.2	0.1	0.3	13.6
Education	10.7	9.0	19.7	1.4	1.0	2.4	18.5
Human health and social work activities	2.7	4.5	7.2	0.5	0.5	1.0	6.7
Arts, entertainment and recreation	0.2	0.2	0.3	0.0	0.0	0.0	0.3
Other service activities	2.8	1.8	4.7	2.5	0.7	3.2	4.6
Total Percent	62.2	37.8	100.0	62.7	37.3	100.0	100.0
Total Employees	1,501,957	914,075	2,416,032	114,863	68,415	183,279	2,599,311

The results in Table 2.6B indicate that there are more males in regular employment (62.2 percent) compared to females (37.8 percent). This suggests that most jobs with favorable employment conditions such as employment contract and access to social security schemes are held by males. Moreover, similar employment pattern is observed in casual employment whereas males account for 62.7 percent compared to female employees (37.3 percent).

Furthermore, it is revealed that most of regular male employees are in manufacturing industry with 11.8 percent followed by education industry (10.7 percent). Comparatively, larger proportion of regular female employees are in education industry with 9.0 percent followed by public administration and defense; compulsory social security (5.4 percent). Moreover, the largest gender gap for regular employees is observed in manufacturing industry whereas males had a higher proportion (11.8 percent) compared to females (5.0 percent). On the other hand, female regular employees dominate in Human health and social work activities with 4.5 percent compared to 2.7 percent of males.

Looking at casual employee's status, the results indicate there are more male casual employees in almost all industries than females. In addition, manufacturing industry had the largest proportion of male casual employees (21.3 percent) followed by agriculture, forestry and fishing (16.6 percent).

2.6 Employment by Industry and Sector

The information on industry and sector of employment is of vital importance as it indicates changes of employment levels over time for the economic activities across the sectors. This is important in assessing implementation of employment policies and programs.

Table 2. 7: Percentage Distribution of Total Employees by Industry and Sector, Tanzania Mainland, 2015 and 2016

Industry	Private		Public		Total	
	2015	2016	2015	2016	2015	2016
Agriculture, forestry and fishing	8.6	8.3	0.2	1.0	5.9	5.9
Mining and quarrying	1.9	2.1	0.0	0.0	1.3	1.4
Manufacturing	26.9	26.8	0.1	0.3	18.1	18.1
Electricity, gas, steam and air conditioning supply	0.5	0.5	1.8	2.7	1.0	1.2
Water supply; sewage, waste management and remediation activities	0.1	0.2	1.0	0.9	0.4	0.4
Construction	3.6	4.3	0.2	0.2	2.5	2.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.9	11.2	0.0	0.0	8.0	7.6
Transportation and storage	3.6	3.3	1.0	2.1	2.7	2.9
Accommodation and food service activities	10.8	10.2	0	0.2	7.2	6.9
Information and communication	3.7	3.4	0.5	0.6	2.6	2.4
Financial and insurance activities	2.1	2.5	1.4	1.3	1.9	2.1
Real estate activities	0.2	0.2	0.2	0.2	0.2	0.2
Professional, scientific and technical activities	0.8	0.9	1.7	1.6	1.1	1.1
Administrative and support service activities	4.2	4.5	0.1	0.0	2.8	3.0
Public administration and defence; compulsory social security	0.2	0.7	38.1	40.2	12.6	13.6
Education	8.4	8.9	42.5	38.3	19.6	18.5
Human health and social work activities	5.4	5.2	10.8	10.0	7.2	6.7
Arts, entertainment and recreation	0.4	0.4	0.1	0.2	0.3	0.3
Other service activities	6.7	6.6	0.3	0.3	4.6	4.6
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	1,568,165	1,748,695	766,803	850,616	2,334,969	2,599,311

The findings in Table 2.7 show that the largest proportion of employees in private sector are in manufacturing industry with a slight decrease to 26.8 percent in 2016 from 26.9 percent in 2015 followed by wholesale and retail trade; repair of motor vehicles and motorcycles with 11.2 percent and accommodation and food service activities (10.2 percent).

Nevertheless, public administration and defence; compulsory social security had the largest proportion of employment in public sector with 40.2 percent in 2016 that increased from 38.1 percent in 2015. Education industry ranked second with a proportion of 38.3 percent in 2016 followed by human health and social work activities with 10.0 percent.

2.7 Employment by Industry, Age Group and Sex

This section analyses employment by industry, age group (adult and youth) and sex. The outcome shows gender gaps between adult and youth employees in specific economic activities. Therefore, the provided information is useful for creating programs to address gender gap in employment.

Table 2. 8: Percentage Distribution of Total Employees by Industry, Age Group and Sex, Tanzania Mainland, 2016

Industry	Adults (36+ Years)			Youth (15 - 35 Years)			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	4.5	2.3	6.8	2.7	1.7	4.4	5.9
Mining and quarrying	1.1	0.1	1.2	1.5	0.2	1.7	1.4
Manufacturing	14.4	6.4	20.8	9.0	4.4	13.5	18.1
Electricity, gas, steam and air conditioning supply	0.8	0.4	1.2	0.9	0.4	1.2	1.2
Water supply; sewage, waste management and remediation activities	0.3	0.1	0.4	0.4	0.1	0.5	0.4
Construction	2.1	0.9	3.0	2.1	0.7	2.8	2.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	5.9	1.5	7.4	5.6	2.3	7.9	7.6
Transportation and storage	2.4	0.6	3.0	2.1	0.7	2.7	2.9
Accommodation and food service activities	3.0	2.6	5.5	3.5	5.8	9.3	6.9
Information and communication	2.1	0.9	3.0	0.8	0.7	1.4	2.4
Financial and insurance activities	1.3	0.9	2.2	1.0	0.9	1.9	2.1
Real estate activities	0.1	0.1	0.2	0.1	0.1	0.2	0.2
Professional, scientific and technical activities	0.8	0.4	1.2	0.5	0.5	1.0	1.1
Administrative and support service activities	2.1	0.6	2.8	2.9	0.7	3.5	3.0
Public administration and defence; compulsory social security	7.4	4.3	11.6	10.7	6.4	17.1	13.6
Education	9.0	7.7	16.7	11.8	9.9	21.7	18.5
Human health and social work activities	2.7	4.2	6.9	2.3	4.1	6.5	6.7
Arts, entertainment and recreation	0.2	0.1	0.3	0.2	0.2	0.4	0.3
Other service activities	3.7	2.1	5.8	1.2	1.1	2.4	4.6
Total Percent	63.9	36.1	100.0	59.3	40.7	100.0	100.0
Total Employees	1,058,775	599,271	1,658,046	558,045	383,220	941,265	2,599,311

Table 2.8 indicates that adult male employees had higher proportion (63.9 percent) compared to adult female employees (36.1 percent). It is also observed that in all industries except for human health and social work activities, adult male employees had the largest proportions than adult female employees. In addition, the highest male – female gap in employment is observed in manufacturing industry with 8.0 percentage points followed by wholesale and retail trade; repair of motor vehicles and motorcycles (4.3 percentage points).

On the other hand, the findings show that youth male employees accounted for a higher proportion (59.3 percent) compared to youth female employees (40.7 percent). Nevertheless, there were higher proportions of youth female employees in accommodation and food service activities and human health and social work activities with 5.8 percent and 4.1 percent compared to 3.5 percent and 2.3 percent for youth male employees respectively.

2.8 Regular Employment by Citizenship and Industry

This section provides information on the distribution of citizen and non-citizen regular employees in relation to industries. The results will help policy makers to plan on how to enhance citizen capacity to compete in the national labour market to fill skill gaps in occupation that would normally engage non-citizen employees.

Table 2. 9: Percentage Distributions of Regular Employees by Citizenship and Industry, Tanzania Mainland, 2016

Industry	Citizen	Non - Citizen	Total
Agriculture, forestry and fishing	4.5	2.4	4.4
Mining and quarrying	1.4	3.1	1.4
Manufacturing	16.6	30.9	16.8
Electricity, gas, steam and air conditioning supply	1.3	0.2	1.3
Water supply; sewage, waste management and remediation activities	0.4	0.4	0.4
Construction	2.3	7.7	2.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.2	12.0	7.3
Transportation and storage	3.0	2.9	3.0
Accommodation and food service activities	7.2	6.2	7.2
Information and communication	2.6	3.7	2.6
Financial and insurance activities	2.3	1.1	2.2
Real estate activities	0.2	0.1	0.2
Professional, scientific and technical activities	1.2	0.4	1.2
Administrative and support service activities	3.2	2.1	3.2
Public administration and defence; compulsory social security	14.7	3.6	14.6
Education	19.7	17.8	19.7
Human Health and social work activities	7.2	2.4	7.2
Arts, entertainment and recreation	0.3	0.5	0.3
Other service activities	4.7	2.4	4.7
Total Percent	100.0	100.0	100.0
Total Employees	2,390,529	25,504	2,416,032

Results in Table 2.9 show that education industry has the highest proportion of total citizen regular employees with 19.7 percent followed manufacturing industry (16.6 percent) and public administration and defense; compulsory social security (14.7 percent). The findings further reveal that the majority of non-citizen regular employees are in manufacturing industry (30.9 percent) followed by education industry (17.8 percent) and wholesale and retail trade; repair of motor vehicles and motorcycles with 12.0 percent.

2.9 Employment by Region and Sector

This section presents information on the distribution of employees by region and sector. The results are useful in evaluating regional contribution to total employment and also helpful in planning and implementation of programs to enhance regional employment in various economic activities.

Table 2. 10: Percentage Distribution of Total Employees by Region and Sector, Tanzania Mainland, 2015 and 2016

Region	Private		Public		Total	
	2015	2016	2015	2016	2015	2016
Dodoma	1.0	1.4	1.7	5.1	2.7	2.6
Arusha	5.9	8.4	1.1	3.3	7.1	6.8
Kilimanjaro	3.8	5.2	1.7	5.3	5.5	5.2
Tanga	3.1	4.6	1.6	4.7	4.7	4.6
Morogoro	8.3	11.9	3.2	8.9	11.5	10.9
Pwani	0.9	1.4	1.2	3.4	2.1	2.0
Dar es Salaam	26.3	40.4	4.3	12.4	30.6	31.2
Lindi	0.3	0.4	1	3.0	1.2	1.3
Mtwara	0.5	0.9	0.7	2.3	1.2	1.3
Ruvuma	1.0	1.9	1	2.8	2	2.2
Iringa	1.5	2.2	1.2	3.7	2.7	2.7
Mbeya	2.8	4.0	2.3	6.9	5.1	4.9
Singida	0.7	1.1	1	3.0	1.6	1.7
Tabora	0.6	0.8	1	3.5	1.6	1.7
Rukwa	0.4	0.5	0.7	2.3	1.1	1.1
Kigoma	0.6	1.0	1.1	3.3	1.8	1.8
Shinyanga	1.1	1.5	1.2	4.0	2.3	2.3
Kagera	0.9	1.3	1.2	3.6	2	2.1
Mwanza	4.4	6.0	1.7	5.6	6.2	5.9
Mara	0.8	1.1	1.2	4.0	2	2.0
Manyara	0.7	1.4	0.7	2.4	1.4	1.8
Njombe	0.4	0.6	0.5	1.8	0.8	1.0
Katavi	0.0	0.1	0.3	1.1	0.3	0.4
Simiyu	0.2	0.3	0.7	2.6	1	1.1
Geita	1.1	1.5	0.4	1.4	1.5	1.5
Total Percent	67.2	67.3	32.8	32.7	100	100.0
Total Employees	1,568,165	1,748,695	766,803	850,616	2,334,969	2,599,311

Findings in Table 2.10 show that Dar es Salaam region had the largest proportion of the total employees (31.2 percent) in 2016, followed by Morogoro (10.9 percent), Arusha (6.8 percent) and Mwanza with 5.9 percent. However, Katavi region had the smallest share of total employment (0.4 percent) followed by Njombe with 1.0 percent.

2.10 Employment by Region, Category of Employment and Sex

This section analyses the percentage share of the total number of employees by region, category of employment and sex. It looks at gender patterns across different regions so as to support the development of regional specific gender policies.

Table 2. 11: Percentage Distribution of Total Employees by Region, Category of Employment and Sex, Tanzania Mainland, 2016

Region	Regular			Casual			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	1.5	1.3	2.8	0.3	0.1	0.4	2.6
Arusha	3.8	2.9	6.7	3.4	4.1	7.5	6.8
Kilimanjaro	2.9	2.3	5.2	2.6	2.4	5.0	5.2
Tanga	2.3	1.8	4.2	5.9	5.0	10.9	4.6
Morogoro	7.6	3.4	11.0	6.3	3.2	9.4	10.9
Pwani	1.3	0.8	2.1	1.2	0.4	1.6	2.0
Dar es Salaam	20.4	11.1	31.5	19.8	7.8	27.6	31.2
Lindi	0.8	0.6	1.3	0.1	0.0	0.1	1.3
Mtwara	0.9	0.5	1.4	0.2	0.1	0.3	1.3
Ruvuma	1.1	0.8	1.9	0.2	5.5	5.7	2.2
Iringa	1.5	1.1	2.6	2.1	1.3	3.3	2.7
Mbeya	2.8	2.1	5.0	3.3	1.1	4.4	4.9
Singida	1.0	0.7	1.7	1.3	0.5	1.8	1.7
Tabora	1.1	0.7	1.8	0.2	0.1	0.3	1.7
Rukwa	0.7	0.4	1.2	0.2	0.1	0.3	1.1
Kigoma	1.3	0.6	1.8	0.5	0.1	0.7	1.8
Shinyanga	1.6	0.8	2.5	0.4	0.2	0.7	2.3
Kagera	1.3	0.8	2.1	1.5	0.4	1.8	2.1
Mwanza	3.4	2.1	5.4	9.0	2.6	11.6	5.9
Mara	1.2	1.0	2.1	0.3	0.2	0.5	2.0
Manyara	1.0	0.6	1.6	2.7	1.0	3.8	1.8
Njombe	0.6	0.4	1.0	0.3	0.2	0.4	1.0
Katavi	0.3	0.2	0.5	-	0.0	0.0	0.4
Simiyu	0.7	0.4	1.1	0.3	0.2	0.4	1.1
Geita	1.1	0.4	1.5	0.6	0.7	1.3	1.5
Total Percent	62.2	37.8	100.0	62.7	37.3	100.0	100.0
Total Employees	1,501,957	914,075	2,416,032	114,863	68,415	183,279	2,599,311

Table 2.11 reveals that the highest male – female gap in regular employment is observed in Dar es Salaam region with 9.3 percentage points followed by Morogoro with 4.1 percentage points. Gender inequality in casual employment is highest in Dar es Salaam region with 12.0 percentage points followed by Mwanza (6.5 percentage points) and Morogoro (3.1 percentage points). However, the percentage share of female – male gap on casual employees is observed only in regions of Ruvuma with 5.3 percentage points, Arusha (0.8 percentage points) and Geita (0.1 percentage points).

2.11 Adult and Youth Employment in Private and Public Sectors by Region and Age Group

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

Table 2. 12: Percentage Distribution of Total Employees by Major Sectors, Region and Age Group, Tanzania Mainland, 2016

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 - 35 Years)
Dodoma	1.1	2.2	4.7	5.6
Arusha	9.6	6.0	4.3	2.1
Kilimanjaro	5.1	5.3	6.4	3.8
Tanga	5.6	2.6	5.3	3.8
Morogoro	15.2	4.8	8.6	9.3
Pwani	1.3	1.6	3.3	3.5
Dar es Salaam	39.6	41.9	13.9	10.5
Lindi	0.4	0.6	3.3	2.6
Mtwara	0.8	1.0	2.1	2.6
Ruvuma	1.6	2.4	3.3	2.2
Iringa	2.0	2.7	3.3	4.2
Mbeya	3.5	5.0	6.6	7.3
Singida	1.1	1.2	3.5	2.4
Tabora	0.7	1.0	2.2	5.1
Rukwa	0.4	0.7	1.9	2.8
Kigoma	0.8	1.3	3.7	2.8
Shinyanga	1.5	1.7	3.4	4.7
Kagera	1.2	1.6	3.2	4.0
Mwanza	4.8	8.6	5.0	6.2
Mara	0.8	1.6	3.6	4.4
Manyara	1.0	2.4	2.7	2.1
Njombe	0.5	0.8	1.6	2.0
Katavi	0.1	0.1	0.8	1.3

Simiyu	0.2	0.5	2.0	3.2
Geita	1.1	2.3	1.3	1.4
Total Percent	100.0	100.0	100.0	100.0
Total Employees	1,183,002	565,694	475,044	375,571

The results in Table 2.12 indicates that Dar es Salaam region has the highest percentage share of adult employees in private sector with 39.6 percent followed by Morogoro (15.2 percent) and Arusha (9.6 percent). It is also revealed that Dar es Salaam has the highest percentage share of youth employees in private sector with 41.9 percent followed by Mwanza with 8.6 percent and Arusha (6.0 percent). There is no significant difference in private sector employment for both adult and youth in the remaining regions.

Moreover, the findings reveal that Dar es Salaam has the highest percentage share of adult employees in the public sector with 13.9 percent followed by Morogoro with 8.6 percent and Mbeya (6.6 percent). Similar pattern is observed in youth employees whereas Dar es Salaam has the highest percentage share with 10.5 percent followed by Morogoro (9.3 percent) and Mbeya (7.3 percent).

Chapter Three

Monthly Wage Rate Profile

3. Introduction

Wage rate is defined as the rate of compensation for a worker, personnel expenses and labour paid by an employer to an employee in exchange for work done. It indicates the basis of making payment to the workers, which may relate to output basis or time basis such as an hour, a day, week or month before any deductions are made.

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

3.1 Total Citizen Employees by Sector and Monthly Wage Rate

This section presents distribution of citizen employees by wage rates. The information is important in designing wage and remuneration policies in the country. Wage rates by major sectors of the economy are important to the government and other users to understand wage differentials between public and private sectors.

Table 3. 1: Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sector, Tanzania Mainland, 2016

Monthly Wage Rate (TZS) Group	Private	Public	Total
Up to 100,000	6.7	0.1	6.8
100,001 -150,000	14.6	0.2	14.8
150,001 - 300,000	17.8	1.1	18.9
300,001 - 500,000	10.6	8.1	18.6
500,001 - 900,000	7.6	15.3	22.9
900,001 - 1,200,000	2.9	6.0	8.9
1,200,001 - 1,500,000	1.8	2.7	4.5
Above 1,500,000	2.7	1.8	4.5
Total Percent	64.6	35.4	100.0
Total Citizen Employees	1,544,064	844,830	2,388,894

Key Message

The results reveal that the majority of the employees (22.9%) in Public and Private sectors earn monthly wages between TZS 500,001 - 900,000

Table 3.1 shows that in 2016, the majority of citizen employees earn monthly wages between TZS 500,001 and 900,000 (22.9 percent), with relatively larger share of citizen employees in the public sector (15.3 percent) compared to those in the private sector (7.6 percent). This is followed closely by those who earn monthly wages between TZS 150,001 and 300,000 (18.9 percent) and those earning between TZS 300,001 and 500,000 at 18.6 percent.

Furthermore, the largest proportion of citizen employees in private sector (17.8 percent) earned monthly wage rate between TZS 150,001 and 300,000 followed by those earning between TZS 100,001 and 150,000 (14.6 percent). On the other hand, the largest proportion of citizen employees in public sector (15.3 percent) earn between TZS 500,001 and 900,000 followed by those earning between TZS 300,001 and 500,000 at 8.1 percent.

However, small proportion of citizen employees (4.5 percent) earned TZS 1,500,000 and above with a slightly larger proportion in a private sector (2.7 percent) than public sector (1.8 percent). Generally, these results suggest presence of under payment in the private sector where majority of employees earned monthly wages below TZS 300,000 compared to public sector.

3.2 Total Citizen Employees by Monthly Wage Rate Groups and Sex

Disaggregation of wage rates by sex is important for assessing gender pay gaps in the country. The analysis of wage rate in this section will help in policy formulation and action to minimize gender pay gap among employees with similar attributes and qualifications.

Table 3. 2: Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sex, Tanzania Mainland, 2016

Monthly Wage Rate	Male	Female	Total
Up to 100,000	6.3	7.8	6.9
100,001 - 150,000	15.1	14.2	14.8
150,001 - 300,000	20.6	16.2	18.9
300,001 - 500,000	18.5	18.9	18.6
500,001 - 900,000	22.0	24.5	22.9
900,001 - 1,200,000	8.3	10.0	8.9
1,200,001 - 1,500,000	4.4	4.7	4.5
Above 1,500,000	4.9	3.8	4.5
Total Percent	100.0	100.0	100.0
Total Citizen Employees	1,480,859	908,035	2,388,894

Table 3.2 shows that, the largest proportion of employees (22.9 percent) earn monthly wages between TZS 500,001 and 900,000 with larger proportion for females (24.5 percent) than males (22.0 percent). This is followed by those who earn monthly wages between TZS 150,001 to 300,000 (18.9 percent) with males accounting for a larger proportion (20.6 percent) than females (16.2 percent).

The result further reveals that, proportionately there are more female employees (7.8 percent) earning less than TZS 100,000 compared to males with 6.3 percent. Despite the larger proportion of females in lower wages, there is larger proportion of females (4.7 percent) earning higher wages between TZS 1,200,001 and 1,500,000 than males (4.4 percent). However; more proportion of males (4.9 percent) compared to females (3.8 percent) earn monthly wages above TZS 1,500,000.

Generally, females are more likely than males to engage in low paying jobs. This may be attributed by inadequacy in education qualifications and position of females in the society.

3.3 Citizen Employees by Monthly Wage Rates and Industry

Wage rates by industry provide useful information for understanding wage differences across industries of the economy. This information is crucial in 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 of employees.

Table 3. 3: Percentage Distribution of Citizen Employees by Industry and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2016

Industry	Up to 100,000	100,001 - 150,000	150,001 - 300,000	300,001 - 500,000	500,001 - 900,000	900,001 - 1,200,000	1,200,001 - 1,500,000	Above 1,500,000	Total Percent
Agriculture, forestry and fishing	9.8	43.0	26.9	10.3	5.9	2.4	0.9	0.7	100.0
Mining and quarrying	4.2	10.2	15.7	17.0	26.9	11.7	8.0	6.2	100.0
Manufacturing	11.7	30.4	32.3	13.4	6.6	2.6	1.2	1.7	100.0
Electricity, gas, steam and air conditioning supply	0.1	2.2	5.0	2.4	31.3	32.2	19.8	7.1	100.0
Water supply; sewage, waste management and remediation activities	9.3	7.8	12.2	24.9	24.0	10.0	5.5	6.3	100.0
Construction	8.2	7.5	40.9	20.7	9.6	7.2	1.9	3.8	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.1	21.3	34.3	17.6	8.8	2.7	1.6	2.6	100.0
Transportation and storage	2.1	7.0	28.7	21.4	20.9	11.4	4.3	4.3	100.0
Accommodation and food service activities	24.4	31.8	28.8	7.7	4.6	1.6	0.6	0.5	100.0
Information and communication	3.1	8.6	15.1	18.1	13.1	10.3	9.5	22.1	100.0
Financial and insurance activities	1.0	1.1	5.4	7.9	25.0	12.8	13.4	33.3	100.0
Real estate activities	-	17.7	23.9	12.2	13.7	10.1	10.8	11.5	100.0
Professional, scientific and technical activities	2.7	3.7	14.0	23.2	24.1	12.1	8.2	12.0	100.0
Administrative and support service activities	10.8	48.6	24.1	10.0	3.8	1.0	0.5	1.2	100.0
Public administration and defence; compulsory social security	0.2	0.4	3.4	22.0	46.5	14.5	8.0	4.9	100.0
Education	0.6	1.8	6.9	26.5	40.3	15.1	4.9	3.8	100.0
Human Health and social work activities	1.6	4.4	13.2	28.5	29.0	11.3	7.8	4.0	100.0
Arts, entertainment and recreation	4.2	9.2	11.9	35.5	23.5	6.1	3.8	5.8	100.0
Other service activities	16.8	15.4	27.6	15.5	12.4	4.8	2.7	4.8	100.0
Total Percent	6.8	14.8	18.9	18.6	22.9	8.9	4.5	4.5	100.0

Key Message

Financial and Insurance activities industry have the highest proportion of employees earning wages above TZS 1,500,000 (33.3%).

Table 3.3 indicates that, industry of financial and insurance activities has the highest proportion of employees earning higher wages above TZS 1,500,000 (33.3 percent) followed by information and communication industry (22.1 percent) and professional, scientific and technical activities industry with 12.0 percent.

In addition, construction industry has the highest proportion of employees earning wages between TZS 150,001 and 300,000 (40.9 percent) followed by wholesale and retail trade and repair of motor vehicles and motorcycles (34.3 percent). Accommodation and food service activities industry accounted for the largest share of lowly paid employees (24.4 percent) with wages up to TZS 100,000.

3.4 Citizen Employees by Monthly Wage Rate and Sex

This section presents findings on the distribution of regular citizen employees by age group and wage rate groups. This information gives an insight into current pay status and thus helpful in formulation and monitoring of policies that address the gender pay gap.

Table 3. 4: Percentage Distribution of Regular Citizen Employees by Monthly Wage Rate (TZS) Group and Sex, Tanzania Mainland, 2016

Monthly Wage Rate (TZS) Group	Adult (36+ years)			Youth (15-35 years)		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Up to 100,000	6.1	5.7	5.9	6.6	10.9	8.4
100,001 -150,000	16.0	14.9	15.6	13.5	13.2	13.3
150,001 - 300,000	20.8	16.4	19.2	20.1	15.9	18.4
300,001 - 500,000	15.8	15.8	15.8	23.4	23.5	23.4
500,001 - 900,000	19.7	23.2	21.0	26.3	26.3	26.3
900,001 - 1,200,000	9.7	12.7	10.8	5.5	5.9	5.6
1,200,001 - 1,500,000	5.6	6.2	5.8	2.2	2.4	2.3
Above 1,500,000	6.2	5.1	5.8	2.4	1.9	2.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	962,447	544,770	1,507,218	518,411	363,265	881,676

Table 3.4 indicates that majority of adult citizen employees (21.0 percent) and youth (26.3 percent) earn monthly wages between TZS 500,001 to TZS 900,000 followed by those earning monthly wages between TZS 300,001 and 500,000 with 15.8 percent for adult and 23.4 percent for youth. Results further indicate that the lowest proportion of adult citizen earn between TZS 1,200,001 and 1,500,000 and those earning above TZS 1,500,000 with 5.8 percent each while the lowest proportion of youth citizen earn above TZS 1,500,000 (2.2 percent).

3.5 Adult and Youth Citizen Employees by Sector and Monthly Wage Rate

This section discusses distribution of adult and youth employment by sector and wage rates. Youth are regarded as an important resource for manpower in the production of goods and services. Information on the distribution of employed youth by wage rates is useful for designing policies to promote youth employment.

Table 3. 5: Percentage Distribution of Regular Citizen Employees by Sector and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2016

Monthly Wage Rate	Adult (36+ years)			Youth (15-35 years)		
	Private	Public	Both Sectors	Private	Public	Both Sectors
Up to 100,000	8.5	0.4	5.9	14.4	0.2	8.4
100,001 -150,000	22.4	0.7	15.6	22.8	0.5	13.3
150,001 - 300,000	26.5	3.2	19.2	29.6	3.2	18.4
300,001 - 500,000	16.3	14.8	15.8	16.3	33.0	23.4
500,001 - 900,000	12.5	39.6	21.0	10.2	48.2	26.3
900,001 - 1,200,000	5.4	22.7	10.8	2.7	9.6	5.6
1,200,001 - 1,500,000	3.4	11.1	5.8	1.5	3.3	2.3
Above 1,500,000	5.0	7.6	5.8	2.4	1.9	2.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0
Total Regular Citizen	1,035,993	471,225	1,507,218	508,071	373,605	881,676

Table 3.5 show that, the largest proportion of adult regular citizen employees in public sector earned monthly wages between TZS 500,001 and 900,000 (39.6 percent) followed by those earning monthly wages between TZS 900,001 and 1,200,000 (22.7 percent). On the other hand, in private sector, the largest share of regular employees earns monthly wages between TZS

150,001 and 300,000 (26.5 percent) followed by those earning monthly wages between TZS 100,001 and 150,000 (22.4 percent).

Moreover, it is indicated that, the highest proportion of youth employees in public sector earned monthly wages between TZS 500,001 and 900,000 (48.2 percent) followed by those earning between TZS 300,001 and 500,000 (33.0 percent). In addition, higher proportion of youth employees in private sector earned monthly wages between TZS 150,001 and 300,000 (29.6 percent) followed by those earning between TZS 100,001 and 150,000 (22.8 percent). Furthermore, the share of youth employees with lower wages, up TZS 100,000 in private sector is almost two times (14.4 percent) the share of adult employees in private sector (8.5 percent).

Chapter Four Cash Earnings Profile

4. Introduction

Cash earnings are defined as remuneration in cash paid to employees and are a major part of their total earnings at work. Generally, 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. Cash earnings are important from the workers' perspective in measuring the level and standard of living of the employees. This chapter presents cash earnings profile of employees in the formal sector by different characteristics such as sex, industry and sector of employment.

4.1 Monthly Average Cash Earnings by Major Sector and Sex

The section hereunder highlights findings on differentials in distribution of cash earnings between public and private sectors. The information derived from this section can be used by the policy makers and relevant authorities in periodical reviews of wage structures in the private and public sectors in order to improve distribution of the economic benefits in the economy.

Table 4. 1: Monthly Average Cash Earnings (TZS) by Sector and Sex, Tanzania Mainland, 2015 and 2016

Sector	2015			2016		
	Male	Female	Overall Average	Male	Female	Overall Average
Private Sector	373,704	366,590	353,589	391,886	368,090	362,400
Public Sector	1,097,990	957,816	1,063,064	1,279,127	1,083,130	1,243,945
Overall Average	427,524	414,601	403,729	482,032	447,674	448,462

Key Message

The findings indicated that, monthly average cash earnings of employees in public sector were about three times higher than that of the private sector.

Table 4.1 indicates that monthly average cash earnings for employees in formal sector increased slightly from TZS 403,729 in 2015 to TZS 448,462 in 2016. The results further show that, monthly average cash earnings for employees in the public sector also increased from TZS 1,063,064 in 2015 to TZS 1,243,945 in 2016. In the private sector, monthly average cash earnings increased slightly from TZS 353,589 recorded in 2015 to TZS 362,400 in 2016. This indicates that monthly average cash earnings for employees in the public sector were about three times those in the private sector for both years 2015 and 2016. Thus, there is a need to enhance competitiveness and productivity in the private sector to facilitate better payment to employees.

Furthermore, the results show that the monthly average cash earning of male employees (TZS 482,032) were slight higher than those of females (TZS 447,674) in the year 2016. However, there was more noticeable pay gap of TZS about 195,000 between males (TZS 1,279,127) and females (TZS 1,083,130) in the public sector in comparison with the private sector with male-female pay gap of TZS 23,000.

4.2 Monthly Average Cash Earnings by Sub Sector of Employment and Sex

This section analyses the distribution of monthly cash earnings by sector in the country. The information provided 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 the minimum wage as well as evaluating performance of the sectors.

Table 4. 2: Monthly Average Cash Earnings (TZS) by Sub- Sector and Sex, Tanzania Mainland, 2015 and 2016

Sector	2015			2016		
	Male	Female	Both Sexes	Male	Female	Both Sexes
PRIVATE						
Profit Making Institutions	347,724	335,481	328,162	365,468	343,262	339,229
Non - Profit Making Institutions	462,021	467,699	440,891	504,488	452,939	460,717
Cooperatives	460,812	463,641	445,887	411,436	438,309	404,266
Overall Average	373,704	366,590	353,589	391,886	368,090	362,400
PUBLIC						
Central and Local Governments	1,016,175	874,795	982,536	1,237,465	1,019,967	1,198,740
Parastatal Organizations	1,797,836	1,639,435	1,752,486	1,472,138	1,387,237	1,452,326
Overall Average	1,097,990	957,816	1,063,064	1,279,127	1,083,130	1,243,945

Table 4.2 reveals that in 2016, employees in parastatal organizations had the highest monthly average cash earnings of TZS 1,452,326 compared to other sectors. On the other hand, employees in profit making institutions had the lowest monthly average cash earnings of TZS 339,229 in 2016 which slightly increased from TZS 328,162 in 2015.

In addition to low monthly average cash earnings recorded in private sector, results indicate that males in profit making institutions earned slightly more than females in both years while, for cooperatives, the trend was reversed whereby female employees earned more than male employees in both 2015 and 2016.

The male-female monthly average cash earnings gap in profit making institutions, which employed most of the workers in the formal sector, increased from TZS 12,000 in 2015 to TZS 22,000 in 2016. A similar pattern was observed in central and local governments. Generally, it is indicated that males employees had larger monthly average cash earnings than females employees except for non- profit making institutions and cooperatives. Therefore, there is a need for some measures to be taken to narrow the gap.

4.3 Monthly Average Cash Earnings by Sub- Sector and 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. Results in this section provide the basis for policies formulation to enhance working conditions for employees.

Table 4. 3: Monthly Average Cash Earnings (TZS) by Sub -Sector and Category of Employment, Tanzania Mainland, 2015 and 2016

Sub-Sector	2015		2016	
	Regular Employees	Casual Employees	Regular Employees	Casual Employees
Private Profit- Making Institutions	349,744	121,005	349,923	115,004
Private Non-Profit Making Institutions	460,592	129,756	471,415	130,946
Cooperatives	458,762	116,311	415,696	106,611
Central and Local Governments	1,006,559	202,103	1,208,114	207,737
Parastatal Organizations	1,793,738	291,516	1,454,587	126,171
Overall Average	425,020	127,245	458,924	121,466

Table 4.3 indicates that overall monthly average cash earnings for regular employees increased to TZS 458,924 in 2016 from TZS 425,020 in 2015. It is also found that, monthly average cash earnings for casual employees decreased to TZS 121,466 in 2016 from TZS 127,245 in 2015.

The results also show that Parastatal organizations had the highest monthly average cash earnings for regular employees of TZS 1,454,587 in 2016 followed by central and local governments with TZS 1,208,114. In the same period, regular employees in the private profit - making institutions had the lowest monthly average cash earnings of TZS 349,923.

The results further reveal that casual employees in central and local governments had the highest monthly average cash earnings of TZS 207,737 in 2016, followed by parastatal organizations with TZS 126,171. Cooperatives had the lowest monthly average cash earnings of TZS 106,611.

4.4 Monthly Average Cash Earnings of Employees by Industry and Sex

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) of Employees by Industry and Sex, Tanzania Mainland, 2015 and 2016

Industry	2015			2016		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	332,915	282,606	314,072	316,853	271,224	307,430
Mining and quarrying	845,740	439,489	794,965	834,781	721,933	814,529
Manufacturing	312,093	338,747	298,348	288,130	274,990	271,976
Electricity, gas, steam and air conditioning supply	1,024,402	1,052,193	1,020,571	1,020,286	924,062	933,227
Water supply; sewerage, waste management and remediation activities	608,309	508,167	591,656	732,685	636,245	705,942
Construction	534,709	427,601	503,670	486,537	392,148	457,030
Wholesale and retail trade; repair of motor vehicles and motorcycles	352,264	362,293	335,863	383,349	405,160	357,106
Transportation and storage	615,225	552,582	583,565	581,988	539,120	556,056
Accommodation and food service activities	184,245	153,090	159,753	226,762	188,366	200,881
Information and communication	627,912	638,852	624,886	679,742	636,335	638,838
Financial and insurance activities	1,312,353	1,163,546	1,198,224	1,461,766	1,302,270	1,388,070
Real estate activities	574,356	560,762	556,828	709,639	690,441	670,310
Professional, scientific and technical activities	825,556	1,177,409	960,465	922,938	1,075,003	987,634
Administrative and support service activities	400,633	510,143	424,420	313,374	354,819	305,480
Public administration and defence; compulsory social security	1,035,275	845,048	997,058	1,352,788	1,060,653	1,292,652
Education	575,816	564,778	566,674	735,167	620,585	679,201
Human health and social work activities	502,966	416,310	441,489	580,385	501,155	523,236
Arts, entertainment and recreation	568,566	599,555	547,445	710,249	582,574	623,050
Other service activities	415,590	469,209	401,362	387,800	380,250	369,635
Overall Average	427,524	414,601	403,729	482,032	447,674	448,462

Key Message

Employees in the financial and insurance activities industry had the largest monthly average cash earnings of TZS 1,388,070, whereas employees in accommodation and food service activities had the smallest monthly average cash earnings of TZS 200,881.

Results in Table 4.4 reveal that in 2016 financial and insurance activities had the highest monthly average cash earnings of TZS 1,388,070 followed by public administration and defence; compulsory social security with TZS 1,292,652 and electricity, gas, steam and air conditioning supply with TZS 933,227. On the other hand, accommodation and

food service activities had the lowest monthly average cash earnings of TZS 200,881.

The results further show that, there is a wider cash earning gap between male and female employees in Public administration and defence; compulsory social security industry where males earned TZS 1,352,788 and females earned TZS 1,060,653. This is followed by financial and insurance activities in which males earned TZS 1,461,766 compared to females with TZS 1,302,270 while females in professional, scientific and technical activities earned TZS 1,075,003 compared to males with TZS 922,938.

4.5 Annual Cash Earnings of Employees by Sector

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

Figure 4. 1: Percentage Distribution of Total Annual Cash Earnings by Sector, Tanzania Mainland, 2015 and 2016

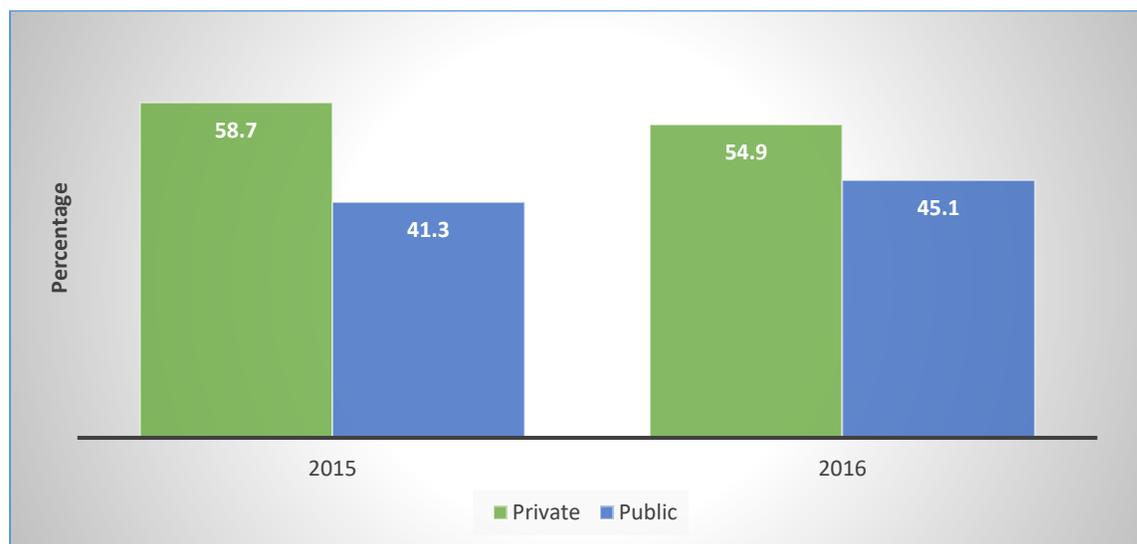


Figure 4.1 reveals that overall private sector had the largest proportion of total annual cash earnings in the formal sector compared to public sector in both 2015 and 2016.

The results further indicate that, private sector had the highest proportion of the annual cash earnings and its contribution has slightly decreased from 58.7 percent in 2015 to 54.9 percent in 2016. On the other hand, annual cash earnings in the public sector have increased slightly from 41.3 percent in 2015 to 45.1 percent in 2016. This indicates that, private sector is still the main contributor to the total annual cash earnings as expected since it is the main driver of the economy.

However, it was noted in Table 2.1 that employment in the private sector is almost twice as that of public sector. Despite the larger proportions of total annual cash earnings in private sector, the labour cost burden per unit incurred by private sector is very small compared to public sector.

4.6 Annual Cash Earnings of Employees by Industry

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

Table 4. 5: Annual Cash Earnings of Employees by Industry (TZS Million), Tanzania Mainland, 2015 and 2016

Industry	2015	2016
Agriculture, forestry and fishing	458,064	598,918
Mining and quarrying	342,830	357,067
Manufacturing	2,768,935	2,625,000
Electricity, gas, steam and air conditioning supply	311,754	457,906
Water supply; sewerage, waste management and remediation activities	68,925	114,091
Construction	483,000	437,720
Wholesale and retail trade; repair of motor vehicles and mot	1,175,471	1,260,291
Transportation and storage	735,675	895,495
Accommodation and food service activities	606,303	747,197
Information and communication	494,643	1,088,841
Financial and insurance activities	1,296,674	2,333,928
Real estate activities	47,899	52,234
Professional, scientific and technical activities	392,319	433,513
Administrative and support service activities	320,074	337,488
Public administration and defence; compulsory social security	2,543,031	3,917,505
Education	4,476,688	4,822,625
Human health and social work activities	1,675,383	2,332,219
Arts, entertainment and recreation activities	64,874	72,492
Other service activities	777,179	725,896
Total	19,039,721	23,610,426

The findings in Table 4.5 shows that, there was a 24.0 percent increase of annual cash earnings to TZS 23,610,426 million in 2016 from TZS 19,039,721 million in 2015. The results further show that, across all industries, the highest annual cash earnings were in education industry with TZS 4,822,625 million, followed by public administration and defense; compulsory social security with TZS 3,917,505 million and manufacturing with TZS 2,625,000 million. Despite real estate industry having the lowest annual cash earnings, it has increased considerably by 9.1 percent from TZS 47,899 million in 2015 to TZS 52,234 million in 2016.

4.7 Annual Cash Earnings of Employees by Industry and Category of Employment

The availability and use of cash earnings information of the country's workforce is crucial for the formulation and implementation of employment related policies to support evaluation of 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 of Employees by Industry and Category of Employment, Tanzania Mainland, 2016

Industry	Regular Employees	Casual Employees	Total
Agriculture, forestry and fishing	2.3	0.2	2.5
Mining and quarrying	1.5	0.0	1.5
Manufacturing	10.7	0.5	11.1
Electricity, gas, steam and air conditioning supply	1.9	0.0	1.9
Water supply; sewage, waste management and remediation activities	0.5	0.0	0.5
Construction	1.7	0.1	1.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	5.2	0.1	5.3
Transportation and storage	3.8	0.0	3.8
Accommodation and food service activities	3.1	0.0	3.2
Information and communication	4.6	0.0	4.6
Financial and insurance activities	9.9	0.0	9.9
Real estate activities	0.2	0.0	0.2
Professional, scientific and technical activities	1.8	0.0	1.8
Administrative and support service activities	1.4	0.0	1.4
Public administration and defence; compulsory social security	16.6	0.0	16.6
Education	20.4	0.0	20.4
Human Health and social work activities	9.9	0.0	9.9
Arts, entertainment and recreation	0.3	0.0	0.3
Other service activities	3.0	0.0	3.1
Total Percent	98.9	1.1	100.0
Total Annual Cash Earning (TZS Million)	23,341,118	269,308	23,610,426

Note: Zero values for annual earnings for casual employees are a result of insignificant proportions of their earnings

The results in Table 4.6 shows that, overall a larger proportion of annual cash earnings were earned by regular employees (98.9 percent) as compared to casual employees (1.1 percent). Industries with relatively larger proportions of annual cash earnings for regular employees were education industry with 20.4 percent, followed by public administration and defence; compulsory social security with 16.6 percent and manufacturing industry with 10.7 percent. On

the other hand, real estate activities and arts, entertainment and recreation activities had relatively smaller proportions of annual cash earnings with 0.2 percent and 0.3 respectively for regular employees. Reasonable proportions of annual cash earnings for casual employees were in manufacturing industry (0.5 percent), agriculture, forestry and fishing (0.2 percent) and construction (0.1 percent).

Chapter Five

Annual Wage Bill Profile

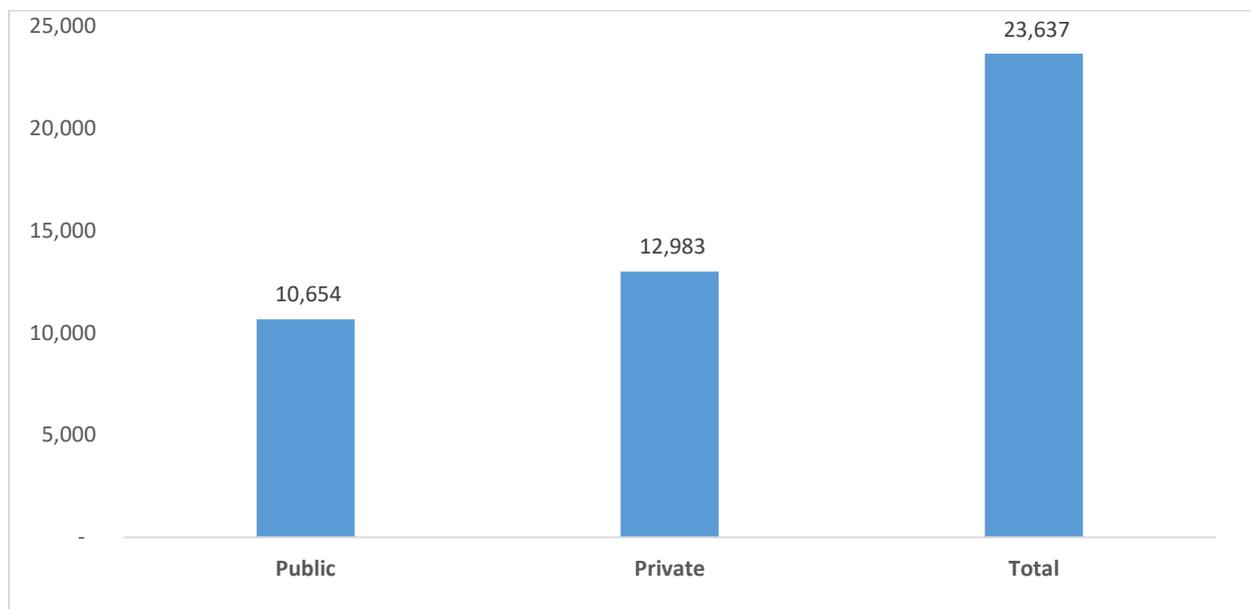
5. Introduction

Wage bill refers to total amount of money that a company or organization pays to its employees. Wage bill includes cash earnings and actual cost of free ration paid by employers in respect to their employees. Analysis of wage bill provides evidence -based indicators for policy formulation and amendments. This section analyses the distribution of wage bill by sector of employment, industry, terms of employment and region.

5.1 Annual Wage Bill by Sector

This section presents the distribution of annual wage bill by public and private sectors of employment. The information on wage bill by broad sector may provide a useful comparison of cost borne by employers for retaining labour in private and public sectors of the economy.

Figure 5. 1: Distribution of Annual Wage Bill (TZS billion) by Major Sector, 2016



Key Message

Employers in private sector had higher annual wage bill than in the public sector.

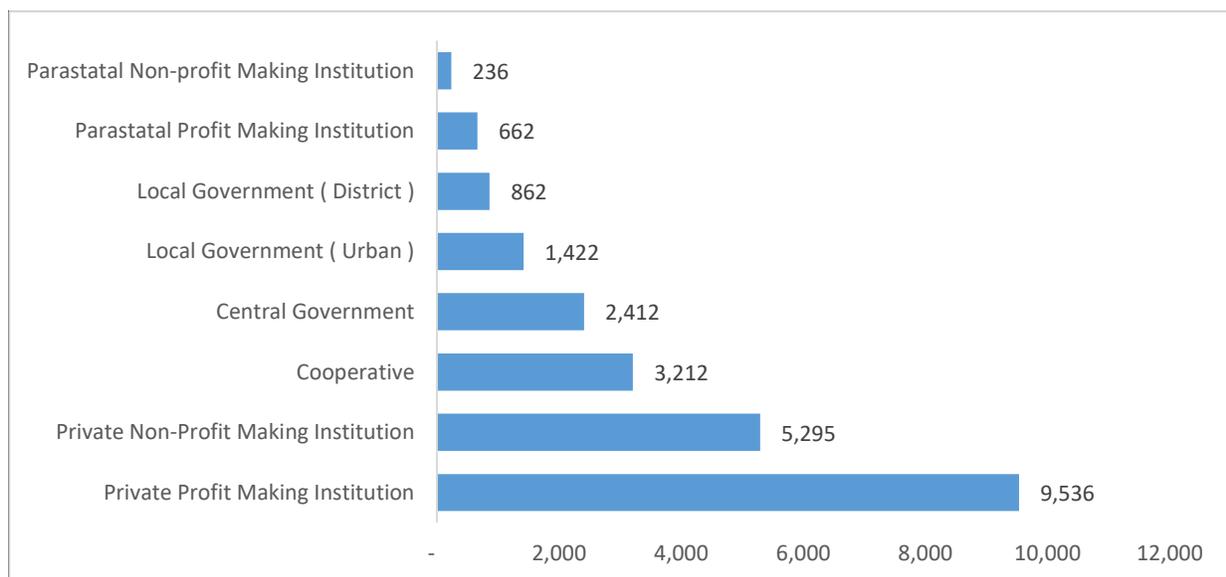
Figure 5.1 shows that overall; employers in public and private sectors had an annual wage bill of TZS 23,637 billion in 2016. The findings also reveal that, employers in private sector had higher annual wage

bill (TZS. 12,983 billion) than in the public sector (TZS. 10,654 billion). This is attributed by larger number of employees in private sector than in public sector.

5.2 Annual Wage Bill by Sector

Analysis of distribution of wage bill by sector of the economy shows comparative costs of employers across the detailed sectors in the economy. The information help 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 Sector, 2016



Key Message

The largest annual wage bill were incurred by employers in private profit making institutions (TZS 9,536 billion) and smallest by parastatal non-profit making institution (TZS 236 billion).

Figure 5.2 shows that overall, the largest wage bill was incurred by employers in private profit- making institutions (TZS 9,536 billion) followed by employers in private non-profit making institutions (TZS 5,295 billion. Employers in parastatal

institutions, including both non-profit making and profit- making institutions had relatively small annual wage bill (TZS 236 and 662 billion respectively). The lower annual wage bill in the parastatal institutions is mainly attributed to smaller levels of employment compared to other sectors.

5.3 Annual Wage Bill by Industry

Wage bill by industry may provide vital clues for visualizing labour costs accrued to employers in various industries. This information is important recipe for labour Vis –a- Vis employment programs with focused outcomes on specific industries such as research which triangulate productivity, employment and wage bill across industrial divisions.

Table 5. 1: Percentage Distribution of Annual Wage Bill by Industry and Sector, 2016

Industry	Private	Public	Total Annual Wage Bill
Agriculture, forestry and fishing	4.1	0.6	2.5
Mining and quarrying	2.8	-	1.5
Manufacturing	20.2	0.1	11.1
Electricity, gas, steam and air conditioning supply	0.8	3.3	1.9
Water supply; sewage, waste management and remediation activities	0.1	0.9	0.5
Construction	3.2	0.2	1.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.8	0.0	5.4
Transportation and storage	4.2	3.3	3.8
Accommodation and food service activities	5.7	0.1	3.2
Information and communication	7.9	0.6	4.6
Financial and insurance activities	9.5	10.4	9.9
Real estate activities	0.2	0.3	0.2
Professional, scientific and technical activities	2.5	1.1	1.8
Administrative and support service activities	2.5	0.1	1.4
Public administration and defence; compulsory social security	0.9	35.7	16.6
Education	12.2	30.4	20.4
Human Health and social work activities	7.9	12.3	9.9
Arts, entertainment and recreation	0.4	0.2	0.3
Other service activities	5.2	0.4	3.0
Total Percentage	100.0	100.0	100.0
Total	12,983	10,654	23,637

Table 5.1 indicates that, overall the largest proportion of wage bill was in education industry (20.4 percent) followed by Public administration and defence; compulsory social security (16.6

percent). Industries of mining and quarrying; administrative and support service activities; and arts, entertainment and recreation accounted for comparatively lower annual wage bills than other industries.

The largest proportions of annual wage bill in the private sector was observed in manufacturing industry (20.2 percent) followed by education industry (12.2 percent). On the other hand, for the public sector the largest proportions of annual wage bill were in public administration and defence; compulsory social security (35.7 percent) and education industry (30.4 percent).

Figure 5. 3: Annual Wage Bill by Cash Earnings and Free Ration for Selected Industries, 2016



Key Message

The largest proportion of wage bill was in education industry with 20.4% and Dar es Salaam region had the largest annual wage bill of TZS 9,219 billion.

Figure 5.3 indicates that, among the selected industries, free rations contributed slightly higher proportions to total wage bills in industries of wholesale and retail trade; repair of motor vehicles and motorcycles and accommodation and food service activities with 0.6 percent and 0.5 percent, respectively. Contribution of free ration to

total annual wage bill for all other industries combined was 0.4 percent. Agriculture, forestry and fishing and administrative and support service activities industries had comparatively lower contributions of free rations to the total annual wage bills.

5.4 Annual Wage Bill by Selected Regions

The information on annual wage bill by region provides an overview of variations of employers' expenses in different regions. Generally, employers' expenses have an important bearing to the levels of total employment and economic activities in the specified regions.

Figure 5. 4: Distribution of Annual Wage Bill (TZS billion) by Selected Regions, 2016

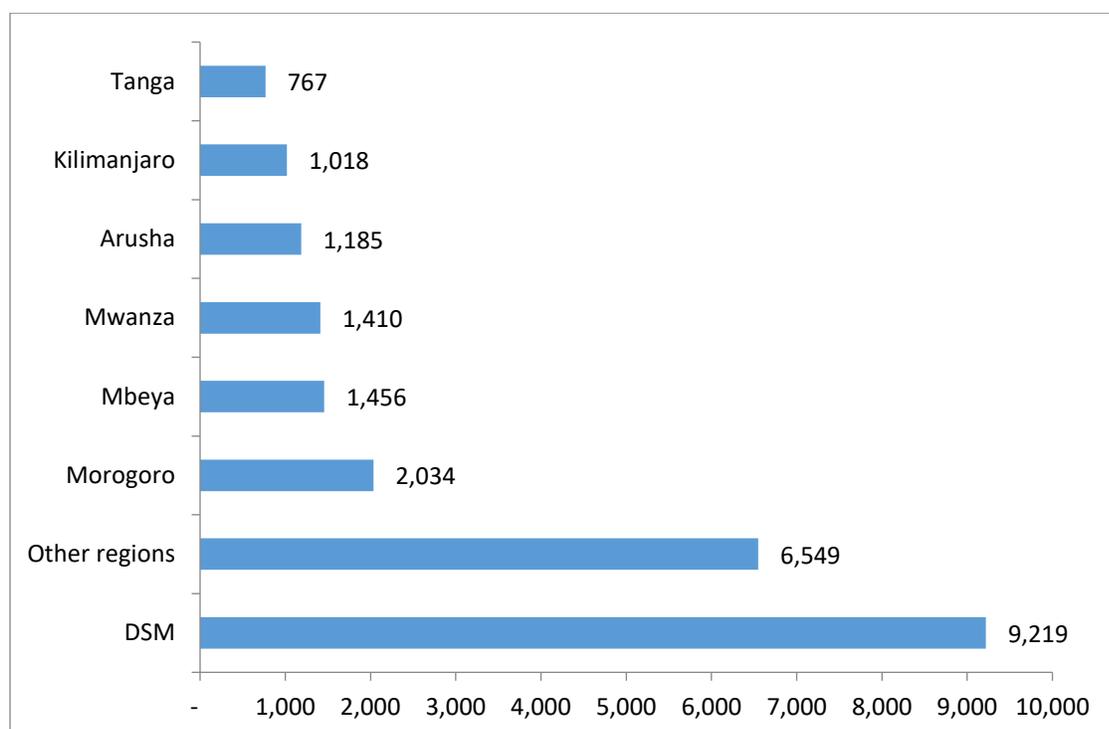


Figure 5.4 reveals that in 2016 Dar es Salaam region had the largest annual wage bill amounting to TZS 9,219 billion . Other regions combined had annual wage bill of nearly three-quarters (71.0 percent) that of Dar es Salaam region. The second and third regions with largest annual wage bills were Morogoro and Mbeya, (TZS 2,034 billion and 1,456 billion respectively). Apparently, larger annual wage bills in the selected regions coincide with larger levels of employment in these regions.

Chapter Six Recruitment of New Workers

6. Introduction

This chapter presents the findings on the newly recruited employees for the year 2015/16. Employers were asked to state the number of newly recruited employees into their establishments during the 12 months period from 1st July, 2015 to 30th June, 2016. The collected data were later categorized by sex; occupational title; the highest level of education attained; main subjects of training attained; country of origin; employment status; employees by region and the amount of money earned at the commencement of the service contract.

6.1 Recruited Employees by Nature of Position, Sex and Sector

The recruitment process provides the organization with a pool of potentially qualified job candidates from which judicious selection can be made to fill vacancies. The analysis in this section focuses on the nature of existing positions filled by the newly recruited employees.

Table 6. 1: Number of Newly Recruited Employees by Nature of Position, Sex and Sector, Tanzania Mainland, 2015/16

Sector	A: Filled vacant			B: New Position			Total (A+B)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private	17,090	13,298	30,388	8,940	11,923	20,863	26,030	25,221	51,251
Public	2,724	1,933	4,657	6,221	7,510	13,731	8,945	9,443	18,388
Total	19,814	15,231	35,045	15,161	19,433	34,594	34,975	34,664	69,639

Key Message

The findings reveal that, 34,594 employees were recruited in 2016 with more females (19,433) than males (15,161).

Results in Table 6.1 reveal that the total number of newly recruited workers in 2016 is 69,639 of which 34,594 employees filled newly created posts and 35,045 employees filled existing vacancies. Among the newly recruited employees, there are more females (19,433) than males (15,161). On the other hand, private sector had more new recruits with 51,251 compared to public sector with 18,388.

6.2 Number of Newly Recruited Employees by Occupation and Sex, 2015/16

This section presents findings on the number of newly recruited employees for the period of 2015/16 financial year. It also highlights information on occupation and distribution of male and female employees.

Table 6. 2: Number of Newly Recruited Employees by Occupation and Sex, Tanzania Mainland, 2015/16

Occupation	Male	Female	Total
Legislators, administrators and managers	1,786	1,051	2,837
Professionals	7,055	3,942	10,997
Technicians and associate professionals	8,154	6,722	14,876
Clerks	1,618	3,320	4,938
Service workers and shop sales workers	8,483	7,032	15,515
Agricultural and fishery workers	555	326	881
Craft and related workers	1,721	248	1,969
Plant and machine operators and assemblers	2,988	891	3,879
Elementary occupations	2,615	11,132	13,747
Total	34,975	34,664	69,639

Key Message

The largest number of newly recruited employees (15,515) was in the category of service workers and shop sales workers.

Table 6.2 shows that Service workers and shop sales workers had the largest number of newly recruited employees with 15,515 employees in 2015/16 followed by Technicians and associate professionals with 14,876 employees and elementary occupations with 13,747 employees. The result further reveals that agricultural and fishery workers had the smallest number of newly recruited employees of 881.

The results also show that there were more newly recruited male employees than females in all occupations except for clerks and elementary occupations. This pattern calls for more effort to promote females to access better employment opportunities.

6.3 Number of Newly Recruited Employees by Occupation and Level of Education

This section shades light on the education level requirements in different occupations. It further provides information on over or under utilization of employee skills with respect to their level of education and experience.

Table 6. 3: Number of Newly Recruited Employees by Occupation and Level of Education, Tanzania Mainland, 2015/16

Occupation	Tertiary University	Tertiary Non University	Teacher's Education/College	Vocational Education	Secondary Education: A-level	Secondary Education: O-level	Primary Education	Total
Legislators, administrators and managers	1,377	397	178	202	89	452	142	2,837
Professionals	9,738	985	274	-	-	-	-	10,997
Technicians and associate professionals	1,032	3,627	6,625	3,592	-	-	-	14,876
Clerks	485	869	560	946	219	1,206	653	4,938
Service workers and shop sales workers	146	497	1,296	3,766	357	4,316	5,137	15,515
Agricultural and fishery workers	4	4	86	9	71	320	387	881
Craft and related workers	18		91	592	19	578	671	1,969
Plant and machine operators and assemblers	28	35	255	1,339	440	938	844	3,879
Elementary occupations	10	11	1,520	2,059	119	812	9,216	13,747
Total	12,838	6,425	10,885	12,505	1,314	8,622	17,050	69,639

Key Message

Most of newly recruited employees (10,885) had qualification of teacher's education or college.

Table 6.3 shows that out of the total number of newly recruited employees in 2015/16, 17,050 (24.5 percent) had primary education. Among these, elementary occupations accounted for the largest number (9,216 equivalent to 54.1 percent), followed by service workers and shop sales workers with 5,137 employees (30.1 percent). Tertiary University level of education ranked second among the newly recruited employees (12,838 workers equivalent to 18.4 percent), where majority were employed as Professionals (9,738 workers equivalent to 75.9 percent). The results further show that agricultural and fishery workers had the smallest number of newly recruited employees with tertiary university education (4 new employees).

Furthermore, teacher's education or College was also found to be important in the formal sector with a large number of newly recruited workers amounting to 10,885 (15.6 percent). Among these, 6,625 (60.9 percent) were technicians and associate professionals and 1,520 (14.0 percent) were in elementary occupations. Results also indicate that job openings were very small for those with secondary A level education amounting to 1,314 equivalent to 1.9 percent of new recruits.

Although, clerical work requires middle to low level of education but it is revealed that there is underutilization of skills for the newly recruited workers in terms of occupations held. This is evidenced by 485 employees with tertiary education in Table 6.3 performing clerical tasks. This requires policy intervention to ensure full utilization available skills in the economy.

6.4 Newly Recruited Employees by Level of Education and Sex

This section presents information on the number of newly recruited employees by level of education and sex. It provides useful information for determining education background of newly recruited male and female employees.

Table 6. 4: Number of Newly Recruited Employees by Sex and Level of Education, Tanzania Mainland, 2015/16

Level of Education	Male		Female		Total
	Number	Percent	Number	Percent	
Tertiary University	8,279	23.7	4,559	13.2	12,838
Tertiary Non University	3,209	9.2	3,216	9.3	6,425
Teacher's Education/College	6,443	18.4	4,442	12.8	10,885
Vocational Education	5,802	16.6	6,703	19.3	12,505
Secondary Education: A-level	756	2.2	558	1.6	1,314
Secondary Education: O-level	4,815	13.8	3,807	11.0	8,622
Primary Education	5,671	16.2	11,379	32.8	17,050
Total	34,975	100	34,664	100	69,639

Key Message

There were more newly recruited males (8,279) with tertiary education compared to females (4,559) in the formal sector.

equivalent to 13.2 percent.

Findings in Table 6.4 shows that males with tertiary education had larger number of newly recruited employees amounting to 8,279 (23.7 percent) compared to females workers with 4,559 which is

It is also observed that, there is a large difference in the numbers of newly recruited employees among males and females having Teacher's education or College whereby males are having larger number (6,443 employees) compared to females (4,442 employees).

Moreover, the number of newly recruited female employees with primary education is larger (11,379 employees) compared to males (5,671 employees). The remaining levels of education had more newly recruited males than female employees.

6.5 Newly Recruited Employees by Sector and Employment Status

This section presents information on the distribution of newly recruited workers by status of employment in the formal sector. The status of employment considered includes employment in permanent terms, contractual, casual, apprenticeship and others. This information is useful as status of employment has a bearing on the decency of work.

Table 6. 5: Number of Newly Recruited Employees by Sector and Status of Employment, Tanzania Mainland, 2015/16

Sector	Status of Employment					Total
	Permanent	Contractual	Casual	Apprentices	Other	
A. Private Sector						
Private Profit -Making Institution	17,479	13,192	3,657	895	539	35,762
Private Non Profit- Making Institution	11,174	3,419	287	170	70	15,120
Cooperatives	38	247	84	-	-	369
Sub-total	28,691	16,858	4,028	1,065	609	51,251
Percent	56	32.9	7.9	2.1	1.2	100
B. Public Sector						
Central Government	4,722	94	9	-	2	4,827
Local Government – Urban	1,221	50	3	-	7	1,281
Local Government – District	10,317	145	16	-	2	10,480
Parastatal Profit Making Institution	299	62	-	-	-	361
Parastatal Non Profit- Making Institution	1,012	406	-	-	21	1,439
Sub-total	17,571	757	28	-	32	18,388
Percent	95.6	4.1	0.2	-	0.2	100
Total	46,262	17,615	4,056	1,065	641	69,639
Percent	66.4	25.3	5.8	1.5	0.9	100.0

Table 6.5 indicates that, out of the total number of newly recruited employees, the largest proportion, 66.4 percent (46,262 employees) were employed on permanent basis followed by those employed on contractual basis (25.3 percent equivalent to 17,615 employees) and 5.8 percent (4,056 employees) were employed as casual workers.

Findings show that the majority of newly recruited workers in public sector (95.6 percent) were employed under permanent terms while those recruited under contractual terms accounted for 4.1 percent. In the private sector the proportion of newly recruited workers under permanent terms accounted for 56.0 percent followed by those employed under contractual terms (32.9 percent) and casual workers with 7.9 percent. Casual terms which are mostly associated with indecent work conditions were found to be more common in private profit -making institutions with 3,657 newly recruited workers.

6.6 Newly Recruited Employees by Occupation and Citizenship

This section analyses the distribution of the newly recruited workers by occupation and citizenship. The information is useful in identifying occupations that are mostly held by foreigners and therefore, inform policy or programs to enhance availability of skills to citizen candidates.

Table 6. 6: Number of Newly Recruited Employees by Occupation and Citizenship, Tanzania Mainland, 2015/16

Occupation	Citizen	Non-Citizen	Total
Legislators, administrators and managers	2,646	191	2,837
Professionals	10,721	276	10,997
Technicians and associate professionals	14,835	41	14,876
Clerks	4,932	6	4,938
Service workers and shop sales workers	15,496	19	15,515
Agricultural and fishery workers	877	4	881
Craft and related workers	1,969	-	1,969
Plant and machine operators and assemblers	3,870	9	3,879
Elementary occupations	13,743	4	13,747
Total	69,089	550	69,639

Table 6.6 shows that out of the total number of newly recruited workers, the majority were citizen (69,089 employees equivalent to 99.2 percent) while non-citizens accounted for only 0.8 percent (550 workers). The majority of non-citizen employees were employed as professionals (276 workers) followed by legislators, administrators and managers with 191 employees and technicians and associate professionals with 41 newly recruited non-citizen employees.

6.7 Newly Recruited Employees by Region and Sex

This section presents the distribution of newly recruited employees by region and sex. It provides information on job opportunities across regions and how male and female employees access those opportunities.

Table 6. 7: Number of Newly Recruited Employees by Region and Sex, Tanzania Mainland, 2015/16

Region	Male	Female	Total
Dodoma	653	1,761	2,414
Arusha	1,030	771	1,801
Kilimanjaro	1,799	1,953	3,752
Tanga	1,418	789	2,207
Morogoro	3,268	1,825	5,093
Pwani	642	7,549	8,191
Dar es Salaam	12,354	9,953	22,307
Lindi	114	88	202
Mtwara	189	90	279
Ruvuma	531	393	924
Iringa	317	309	626
Mbeya	1,832	1,396	3,228
Singida	279	191	470
Tabora	533	349	882
Rukwa	231	160	391
Kigoma	717	492	1,209
Shinyanga	761	441	1,202
Kagera	1,377	1,043	2,420
Mwanza	2,732	2,673	5,405
Mara	1,810	814	2,624
Manyara	438	26	464
Njombe	641	277	918
Katavi	342	675	1,017
Simiyu	321	273	594
Geita	646	373	1,019
Total	34,975	34,664	69,639

Results in Table 6.7 show distribution of newly recruited workers by region and sex. The majority of workers recruited in 2015/16 were employed in Dar es Salaam Region (22,307 persons, equivalent to 32.0 percent), followed by Pwani Region (8,191 persons, equivalent to 11.8 percent) and Mwanza Region (5,405 persons, equivalent to 7.8 percent). This could be attributed to the presence of more establishments in Dar es Salaam, Pwani and Mwanza regions.

The findings show that there were more newly recruited males than females in all regions except for Dodoma, Kilimanjaro, Pwani, and Katavi regions. Larger gender gaps for newly recruited employees are observed in Dar es Salaam region (12,354 males and 9,953 females) followed by Morogoro region with 3,268 males and 1,825 females.

6.8 Newly Recruited Employees by Occupation and Starting Salary

This section focuses on the distribution of newly recruited employees by occupations and starting salary. The information presented in this part is important in understanding variation of starting salaries across occupations.

Table 6. 8: Number of Newly Recruited Employees by Occupation and Starting Monthly Salary (TZS), Tanzania Mainland, 2015/16

Occupation	Starting Monthly Salary (TZS)						Total
	Up to100000	100001 -150000	150001 -300000	300001 -500000	500001 - 1500000	Above 1500000	
Legislators, administrators and managers	355	62	385	893	562	580	2,837
Professionals	283	49	865	1,865	6,367	1,568	10,997
Technicians and associate professionals	661	490	2,411	6,865	3,948	501	14,876
Clerks	549	1,012	1,001	1,352	905	119	4,938
Service workers and shop sales workers	6,608	3,940	3,710	916	341	-	15,515
Agricultural and fishery workers	149	402	286	29	15	-	881
Craft and related workers	642	368	406	172	334	47	1,969
Plant and machine operators and assemblers	379	873	1,590	655	374	8	3,879
Elementary occupations	927	9,863	770	2,164	23	-	13,747
Total	10,553	17,059	11,424	14,911	12,869	2,823	69,639

Key Message

The findings indicate that majority of persons recruited as legislators, administrators and managers (893) had starting salaries of TZS 300,001 to TZS 500,000.

Results in Table 6.8 indicates the largest number of newly recruited employees (17,059 employees equivalent to 24.5 percent) had starting salary between TZS 100,001 and 150,000, followed by those with a starting salary between TZS 300,001 and 500,000 (14,911 employees, equivalent to 21.4

percent). It was also found that 10,553 (15.2 percent) of newly recruited employees had a starting salary of TZS 100,000 or less.

Additionally, the findings show that the majority of persons recruited as legislators, administrators and managers (893 employees equivalent to 31.5 percent) had starting salary between TZS 300,001 to 500,000 while larger number of professional (6,367 employees

equivalent to 57.9 percent) had starting salary between TZS 500,001 and 1,500,000. Majority of technicians and associate professionals (6,865 employees equivalent to 46.1 percent) had starting salary between TZS 300,001 and 500,000. However, service and shop sales workers had higher proportion (42.6 percent) of newly recruited workers with starting salary of TZS 100,000 or less.

6.9 Newly Recruited Employees by Level of Education and Monthly Starting Salary

Education qualification attained has a central influence on remuneration of employees in an organization. This section analyses the distribution of newly recruited employees by level of education indicating how starting salary vary with levels of education attained.

Table 6. 9: Number of Newly Recruited Employees by Level of Education and Starting Monthly Salary, Tanzania Mainland, 2015/16

Level of education	Starting Monthly Salary (TZS)						Total
	Up to 100000	100001- 150000	150001- 300000	300001- 500000	500001- 1500000	Above 1500000	
Tertiary University	268	131	846	2,287	7,144	2,162	12,838
Tertiary Non University	323	276	1,082	2,324	2,316	104	6,425
Teacher's Education/College	746	1,875	1,504	5,151	1,434	175	10,885
Vocational Education	1,721	2,201	3,281	3,710	1,210	382	12,505
Secondary Education: A-level	274	309	416	111	204	-	1,314
Secondary Education: O-level	2,104	2,220	2,875	922	501	-	8,622
Primary Education	5,117	10,047	1,420	406	60	-	17,050
Total	10,553	17,059	11,424	14,911	12,869	2,823	69,639

Findings in Table 6.9 indicate that 90.3 percent of newly recruited employees with tertiary university education had a starting salary of at least TZS 300,001. It is also indicated that 99.6 percent of newly recruited workers who had primary education had a starting salary of TZS 300,000 or less. This shows that the level of education has significant influence on remuneration of employees.

Chapter Seven

Job Vacancies

7. Introduction

This chapter presents job vacancies that were in formal sector establishments in 2015/2016. A job vacancy is defined as a paid post that is newly created, unoccupied, or about to become vacant, for which the employer is taking active steps or is prepared to take further steps to find a suitable candidate from outside the enterprise concerned. The analysis of job vacancies is categorized by occupation, education level, main qualification/skill, working experience, reason for the vacancies and sex preference.

7.1 Job Vacancies by Occupation and Working Experience

This section, analyses distribution of the existing job vacancies by occupation and the duration of work experience required. The current labour market is becoming competitive hence securing a job may require additional attributes, sometimes experience being one of them.

Figure 7. 1: Percentage Distribution of Job Vacancies by Occupation, 2015/16

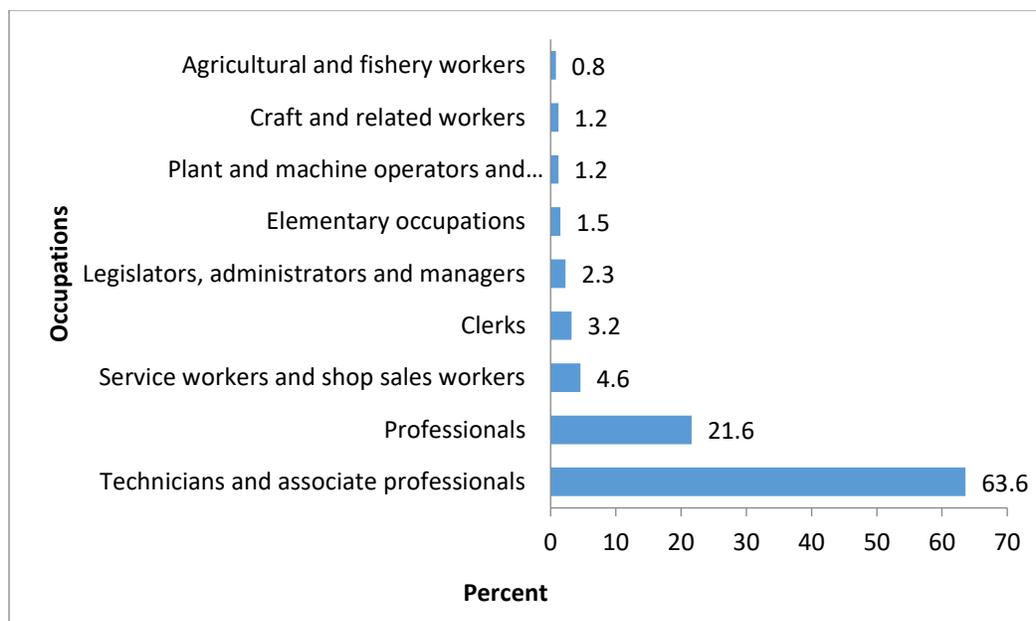


Figure 7.1 shows that, most of job vacancies in 2015/16 (63.6 percent) were for technicians and associate professionals, followed by professionals (21.6 percent). The remaining occupations each had less than 5 percent of total job vacancies.

Table 7. 1: Number of Job Vacancies by Occupation and Work Experience, Tanzania Mainland, 2015/16

Occupation	Required Experience				Total
	Not Required	1 to 2 Years	3 to 4 Years	5 Years and Above	
Legislators, administrators and managers	3,470	477	327	308	4,583
Professionals	34,116	5,295	2,677	1,322	43,409
Technicians and associate professionals	117,725	8,275	1,203	562	27,765
Clerks	4,833	1,156	219	121	6,329
Service workers and shop sales workers	5,220	3,656	394	35	9,304
Agricultural and fishery workers	1,274	367	0	0	1,640
Craft and related workers	1,394	719	181	28	2,323
Plant and machine operators and assemblers	1,041	703	553	97	2,394
Elementary occupations	2,263	714	106	15	3,097
Percentage	85.3	10.6	2.8	1.2	100.0
Total	171,336	21,362	5,659	2,488	200,845

Key Message

Most of the job vacancies in 2015/16 (63.6 percent) were in the occupational category of technicians and associate professionals.

Table 7.1 shows that, majority of job vacancies in 2015/16 (171,336 vacancies, equivalent to 85.3 percent) did not require any working experience with the larger number (117,725 vacancies) being in technicians and associate professionals. Vacancies that required previous work experiences of 1to2 and 3to4 years were 21,362 (10.6 percent) and 5,659 (2.8 percent) respectively. The smallest proportion of vacancies (1.2 percent which is 2,488 vacancies) required work experience of 5 or more years of which majority were for professional occupation (1,322 vacancies).

7.2 Job Vacancies by Occupation and Sex Preference

This section presents findings on the distribution of job vacancies by occupations and sex preference of the employer for the candidate to fill such a vacancy.

Table 7. 2: Number of Job Vacancies by Occupation and Sex Preference, Tanzania Mainland, 2015/16

Occupation	Sex Preference			
	Male	Female	Any	Total
Legislators, administrators and managers	206	134	4,243	4,583
Professionals	1,225	698	41,486	43,409
Technicians and associate professionals	2,992	1,172	123,601	127,765
Clerks	100	1,160	5,069	6,329
Service workers and shop sales workers	1,533	1,034	6,738	9,304
Agricultural and fishery workers	319	68	1,253	1,640
Craft and related workers	1,243	18	1,062	2,323
Plant and machine operators and assemblers	907	39	1,449	2,394
Elementary occupations	389	206	2,502	3,097
Percentage	4.4	2.3	93.3	100.0
Total	8,914	4,528	187,403	200,845

Table 7.2 shows that, the largest proportion of the reported vacancies (93.3 percent) in 2015/16 did not indicate any sex preference. However, 4.4 percent of vacancies preferred male employees compared to 2.3 percent which preferred female employees.

The results further indicate that, clerical occupation had larger number of vacancies that preferred female candidates (1,160 vacancies) than male candidates (100 vacancies). The remaining occupations prefer more male than female employees.

7.3 Job Vacancies by Industry and Reason for Vacancies

This section focuses on the distribution of the number of job vacancies created in various economic activities and reasons for such vacancies.

Table 7. 3: Number of Job Vacancies by Industry and Reasons, 2015/16

Industry	Reasons for Vacancies		Total	Percentage
	Replacement	New Position		
Agriculture, forestry and fishing	253	3,463	3,716	1.9
Mining and quarrying	344	577	921	0.5
Manufacturing	572	1,803	2,374	1.2
Electricity, gas, steam and air conditioning supply	68	114	182	0.1
Water supply; sewage, waste management and remediation activities	215	603	818	0.4
Construction	90	544	634	0.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	145	410	555	0.3
Transportation and storage	176	290	466	0.2
Accommodation and food service activities	775	1,211	1,986	1.0
Information and communication	531	809	1,339	0.7
Financial and insurance activities	298	295	593	0.3
Real estate activities	48	49	97	0.0
Professional, scientific and technical activities	1,224	4,255	5,479	2.7
Administrative and support service activities	172	311	483	0.2
Public administration and defence; compulsory social security	16,533	64,333	80,867	40.3
Education	17,456	52,662	70,118	34.9
Human Health and social work activities	4,101	24,292	28,393	14.1
Arts, entertainment and recreation	95	114	209	0.1
Other service activities	982	632	1,614	0.8
Total	44,079	156,765	200,845	100.0

Key Message

Public administration and defence; compulsory social security industry had the largest number of job vacancies (80,867) in 2016.

Table 7.3 shows that, public administration and defence; compulsory social security industry had the largest number of job vacancies (80,867 vacancies, equivalent to 40.3 percent) followed by education with 70,118 vacancies (34.9 percent) and human health and social work activities with 28,393 vacancies (14.1 percent).

Furthermore, it has been observed that education industry had large number of new vacancies due to replacement (17,456) followed by public administration and defence; compulsory social security with 16,533 vacancies. On the other hand, public administration and defence; compulsory social security had the largest number of vacancies resulting from new created positions (64,333) followed by education industry with 52,662 vacancies.

7.4 Job Vacancies by Industry and Level of Education

Analysis in this section shows the distribution of job vacancies by industry and level of education. This information helps to understand industrial categories with large proportions of vacancies across different levels of education. Availability of trend analysis of information on levels of education in relation to the job vacancies may help planners and decision makers to have optimal planning on education by considering the most number of vacancies demanded in the market.

Table 7. 4: Number of Job Vacancies by Industry and Required Level of Education, 2015/16

Industry	Highest Level of Education								Total
	Tertiary University	Tertiary Non-University	Teacher's Education/College	Vocational Education	Secondary A-Level	Secondary O-Level	Primary Education	No Education	
Agriculture, forestry and fishing	570	367	1,933	82	126	146	493	0	3,716
Mining and quarrying	63	3	7	97		129	622	0	921
Manufacturing	375	127	39	1,182	44	327	280	0	2,374
Electricity, gas, steam and air conditioning supply	50	49	4	54	25	0	0	0	182
Water supply; sewage, waste management and remediation activities	249	176	79	283	8	23	0	0	818
Construction	392	120	19	26	3	75	0	0	634
Wholesale and retail trade; repair of motor vehicles and motorcycles	87	24	4	184	5	220	31	0	555
Transportation and storage	126	57	62	51	83	69	18	0	466
Accommodation and food service activities	43	8	558	406	114	434	423	0	1,986
Information and communication	971	50	133	33		153	0	0	1,339
Financial and insurance activities	283	31	19	70	180	10	0	0	593
Real estate activities	41	0	0	8	12	0	36	0	97
Professional, scientific and technical activities	1,308	390	952	214	45	936	1,635	0	5,479
Administrative and support service activities	74	26	25	65	33	76	183	0	483
Public administration and defence; compulsory social security	14,810	21,715	34,400	2,972	829	5,045	1,096	0	80,867
Education	15,160	4,580	38,897	2,648	123	8,410	300	0	70,118
Human Health and social work activities	6,082	11,351	6,009	1,929	587	2,431	5	0	28,393
Arts, entertainment and recreation	110	3	13	47	0	5	32	0	209
Other service activities	368	449	212	119	96	278	92	0	1,614
Percentage	20.5	19.7	41.5	5.2	1.2	9.3	2.6	0.0	100.0
Total	41,162	39,526	83,363	10,469	2,312	18,767	5,246	0	200,845

Table 7.4 shows that, the highest number of job vacancies (41.5 percent) require teacher's education/college followed by vacancies that required tertiary university (20.5 percent) of which most of such vacancies were in education industry. It is also observed that there were no vacancies that required candidates with no education.

7.5 Job Vacancies by Qualification/ Skill Required and Sex Preference

This section focuses on the distribution of the number of new job vacancies created by qualification or skilled acquired and sex preference.

Table 7. 5: Number of Job Vacancies by Qualification/ Skill Required and Sex Preference, Tanzania Mainland, 2015/16

Qualification/Skill Required	Sex Preference				Percentage
	Male	Female	Any	Total	
General training programs including literacy	148	80	393	621	0.3
Education trainings	2,228	275	92,630	95,133	47.4
Fine and applied arts programs	1	0	189	190	0.1
Programs in language	0	0	11	11	0.0
Other humanity courses	18	4	68	90	0.0
Social and behavior	42	143	6,073	6,258	3.1
Commercial, clerical, business and public administration programs	447	1,405	13,751	15,604	7.8
Programs in law	44	29	1,122	1,195	0.6
Natural science programs	10	0	411	421	0.2
Mathematics and computer science programs	75	39	1,445	1,559	0.8
Medicine and health related programs	731	693	43,220	44,644	22.2
Construction trades programs	399	15	635	1,049	0.5
Other craft, trade and industrial programs	356	24	1,819	2,198	1.1
Engineering and allied programs	411	38	2,746	3,195	1.6
Architectural and town planning programs	54	45	1,138	1,238	0.6
Agriculture, forestry and fishery programs	665	316	12,797	13,778	6.9
Home economics and domestic science programs	13	14	325	352	0.2
Transport and communication programs	830	67	1,030	1,928	1.0
Service trades programs	1,746	763	4,324	6,832	3.4
Programs in mass communication and documentation	12	57	751	821	0.4
Other programs	683	520	2,526	3,729	1.9
Total	8,914	4,528	187,403	200,845	100.0

Key Message

Most of job vacancies in 2015/16 (47.4%) required candidates with skills in education training.

Table 7.5 shows that, most of job vacancies created in 2015/16 (47.4 percent) required candidates with skills in education training followed by vacancies which required skills in medicine and health related programs (22.2 percent).

Furthermore, vacancies which required candidates with skills in commercial, clerical, business and public administration programs preferred females to males (1,405 females and 447 males). This was followed by social and behaviour (143 females and 42 males) and; programs in mass communication and documentation with 57 females and 12 males. The remaining skills indicated more preference for males except for home economics and domestic science programs with 14 females and 13 males.

Annexes for Chapter Two

Table A1: Number of Total Regular Employees by Age Group, Sector and Sex Tanzania Mainland, 2016

Age Group	Sex	2016		
		Private	Public	Total
Adult (36+ Years)	Male	709,727	268,939	978,666
	Female	344,265	204,236	548,501
	Sub Total	1,053,993	473,174	1,527,167
Youth (15 -35 Years)	Male	310,310	212,981	523,291
	Female	203,719	161,855	365,574
	Sub Total	514,029	374,836	888,865

Table A2: Number of Total Casual Employees by Age Group, Sector and Sex Tanzania Mainland, 2016

Age Group	Sex	2016		
		Private	Public	Total
Adult (36+ Years)	Male	78,557	1,552	80,109
	Female	50,452	318	50,770
	Sub Total	129,009	1,870	130,879
Youth (15-35 Years)	Male	34,240	514	34,754
	Female	17,424	222	17,646
	Sub Total	51,664	736	52,400

Table A3: Number of Total Employees by Sub Sector and Sex, Tanzania Mainland, 2015 and 2016

Sector	2015			2016		
	Male	Female	Total	Male	Female	Total
A: Private						
Private Profit -Making Institutions	848,558	400,284	1,248,841	933,082	455,634	1,388,715
Private Non Profit -Making Institutions	158,426	130,418	288,844	175,033	149,674	324,707
Cooperatives	21,147	9,333	30,480	24,721	10,552	35,273
Sub Total:	1,028,130	540,035	1,568,165	1,132,835	615,860	1,748,695
B: Public						
Central and Local Governments	421,020	304,242	725,262	437,485	335,582	773,066
Parastatal Organisations	27,655	13,886	41,541	46,501	31,049	77,550
Sub Total :	448,675	318,129	766,803	483,985	366,630	850,616
Total Number of Employees	1,476,805	858,164	2,334,969	1,616,820	982,491	2,599,311

Table A4: Number of Total Adult (36+ years) Employees by Sub Sector and Sex, Tanzania Mainland, 2016

Sector	Male	Female	Total
A: Private			
Private Profit- Making Institutions	639,084	284,103	923,187
Private Non Profit -Making Institutions	129,689	103,687	233,377
Cooperatives	19,511	6,927	26,438
Sub Total:	788,285	394,717	1,183,002
B: Public			
Central and Local Governments	240,758	184,674	425,432
Parastatal Organisations	29,732	19,880	49,612
Sub Total:	270,490	204,554	475,044
Total Number of Employees	1,058,775	599,271	1,658,046

Table A5: Number of Total Youth (15 - 35 years) Employees by Sub Sector and Sex, Tanzania Mainland, 2016

Sector	Male	Female	Total
A: Private			
Private Profit- Making Institutions	293,997	171,531	465,528
Private Non- Profit Making Institutions	45,344	45,987	91,331
Cooperatives	5,209	3,625	8,835
Sub Total:	344,550	221,143	565,694
B: Public			
Central and Local Governments	196,726	150,907	347,634
Parastatal Organisations	16,769	11,169	27,938
Sub Total:	213,495	162,076	375,571
Total Number of Employees	558,045	383,220	941,265

Table A6: Number of Total Regular Employees by Citizenship and Sub-Sector Tanzania Mainland, 2015 and 2016

Sector		Citizen		Non-Citizen		Total	
		2,015	2,016	2,015	2,016	2,015	2,016
A: Private	Profit Making Institutions.	987,162	1,201,254	14,201	18,485	1,001,363	1,219,739
	Non Profit Making Institutions.	270,859	312,172	3,767	3,392	274,626	315,563
	Cooperatives	27,826	31,954	838	765	28,664	32,719
Sub Total		1,285,847	1,545,380	18,806	22,642	1,304,653	1,568,022
B: Public	Central and Local Governments	714,404	767,882	123	2,689	714,527	770,571
	Parastatal Organisations	40,674	77,267	158	172	40,832	77,439
Sub Total		755,078	845,149	281	2,861	755,360	848,010
Total Employees		2,040,925	2,390,529	19,088	25,504	2,060,013	2,416,032

Table A7: Number of Total Employees by Industry and Category of Employment Tanzania Mainland, 2015 and 2016

Industry	Regular Employees		Casual Employees		Total Employees	
	2015	2016	2015	2016	2015	2016
Agriculture, forestry and fishing	75,323	107,299	61,416	46,605	136,739	153,904
Mining and quarrying	29,093	34,702	1,165	1,197	30,259	35,900
Manufacturing	334,964	405,765	87,144	65,859	422,108	471,624
Electricity, gas, steam and air conditioning supply	21,659	30,817	545	606	22,204	31,423
Water supply; sewage, waste management and remediation activities	7,695	8,896	1,837	2,797	9,532	11,694
Construction	42,023	56,138	16,335	20,167	58,358	76,306
Wholesale and retail trade; repair of motor vehicles and motorcycles	158,666	176,247	27,913	20,606	186,579	196,853
Transportation and storage	58,085	72,453	5,511	3,080	63,596	75,533
Accommodation and food service activities	158,482	173,179	10,204	6,003	168,687	179,183
Information and communication	28,237	62,459	32,761	1,154	60,998	63,613
Financial and insurance activities	43,503	54,077	794	336	44,297	54,414
Real estate activities	4,751	4,660	96	229	4,847	4,889
Professional, scientific and technical activities	24,200	27,952	2,453	752	26,654	28,704
Administrative and support service activities	62,676	77,541	3,202	1,235	65,878	78,776
Public administration and defence; compulsory social security	290,923	353,343	4,234	507	295,157	353,849
Education	447,997	476,506	9,073	4,419	457,070	480,925
Human health and social work activities	164,065	173,135	3,779	1,868	167,843	175,003
Arts, entertainment and recreation	7,043	8,320	194	72	7,236	8,392
Other service activities	100,630	112,540	6,300	5,787	106,930	118,327
Total Employees	2,060,013	2,416,032	274,956	183,279	2,334,969	2,599,311

Table A8: Number of Total employment by Industry, Category of Employment and Sex, 2016

Industry	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	70,345	36,954	107,299	30,459	16,146	46,605	153,904
Mining and quarrying	30,711	3,992	34,702	983	214	1,197	35,900
Manufacturing	284,860	120,905	405,765	39,075	26,784	65,859	471,624
Electricity, gas, steam and air conditioning supply	21,411	9,406	30,817	529	77	606	31,423
Water supply; sewage, waste management and remediation activities	6,642	2,254	8,896	2,402	396	2,797	11,694
Construction	46,137	10,001	56,138	8,041	12,126	20,167	76,306
Wholesale and retail trade; repair of motor vehicles and motorcycles	133,548	42,699	176,247	16,330	4,276	20,606	196,853
Transportation and storage	57,029	15,424	72,453	2,864	216	3,080	75,533
Accommodation and food service activities	78,822	94,357	173,179	3,267	2,736	6,003	179,183
Information and communication	41,257	21,202	62,459	608	546	1,154	63,613
Financial and insurance activities	30,017	24,061	54,077	257	79	336	54,414
Real estate activities	3,081	1,579	4,660	96	133	229	4,889
Professional, scientific and technical activities	18,022	9,930	27,952	507	245	752	28,704
Administrative and support service activities	61,343	16,198	77,541	1,003	232	1,235	78,776
Public administration and defence; compulsory social security	222,399	130,944	353,343	347	159	507	353,849
Education	258,243	218,263	476,506	2,600	1,819	4,419	480,925
Human health and social work activities	65,324	107,810	173,135	967	901	1,868	175,003
Arts, entertainment and recreation	4,529	3,792	8,320	8	64	72	8,392
Other service activities	68,236	44,304	112,540	4,518	1,269	5,787	118,327
Total Employees	1,501,957	914,075	2,416,032	114,863	68,415	183,279	2,599,311

Table A9: Number of Total Employees by Industry and Sector, 2016

Industry	Private		Public		Total	
	2015	2016	2015	2016	2015	2016
Agriculture, forestry and fishing	135,083	145,411	1,655	8,493	136,739	153,904
Mining and quarrying	30,227	35,900	32	-	30,259	35,900
Manufacturing	421,637	469,421	471	2,203	422,108	471,624
Electricity, gas, steam and air conditioning supply	8,115	8,207	14,088	23,216	22,204	31,423
Water supply; sewage, waste management and remediation activities	2,099	4,169	7,433	7,525	9,532	11,694
Construction	56,766	74,669	1,592	1,637	58,358	76,306
Wholesale and retail trade; repair of motor vehicles and motorcycles	186,564	196,637	14	216	186,579	196,853
Transportation and storage	55,733	57,762	7,863	17,771	63,596	75,533
Accommodation and food service activities	168,687	177,653	-	1,530	168,687	179,183
Information and communication	57,536	58,853	3,461	4,760	60,998	63,613
Financial and insurance activities	33,348	43,388	10,949	11,026	44,297	54,414
Real estate activities	3,583	3,609	1,263	1,280	4,847	4,889
Professional, scientific and technical activities	13,294	14,873	13,359	13,831	26,654	28,704
Administrative and support service activities	65,457	78,354	421	422	65,878	78,776
Public administration and defence; compulsory social security	3,166	11,543	291,991	342,307	295,157	353,849
Education	131,110	154,802	325,960	326,123	457,070	480,925
Human health and social work activities	84,843	90,361	83,000	84,643	167,843	175,003
Arts, entertainment and recreation	6,216	7,021	1,020	1,371	7,236	8,392
Other service activities	104,700	116,064	2,230	2,263	106,930	118,327
Total Employees	1,568,165	1,748,695	766,803	850,616	2,334,969	2,599,311

Table A10: Number of Total Employees by Industry Major Division and Sex, 2016

Industry	Adults (36+ Years)			Youth (15 - 35 Years)			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	75,144	37,441	112,585	25,660	15,658	41,319	153,904
Mining and quarrying	17,921	2,385	20,306	13,773	1,820	15,593	35,900
Manufacturing	239,024	105,951	344,975	84,912	41,738	126,649	471,624
Electricity, gas, steam and air conditioning supply	13,880	5,963	19,842	8,061	3,519	11,580	31,423
Water supply; sewage, waste management and remediation activities	5,387	1,368	6,755	3,657	1,282	4,939	11,694
Construction	34,727	15,154	49,880	19,451	6,974	26,425	76,306
Wholesale and retail trade; repair of motor vehicles and motorcycles	97,013	25,664	122,677	52,865	21,311	74,176	196,853
Transportation and storage	40,578	9,443	50,020	19,316	6,197	25,513	75,533
Accommodation and food service activities	49,010	42,456	91,466	33,080	54,638	87,717	179,183
Information and communication	34,588	15,567	50,154	7,278	6,181	13,459	63,613
Financial and insurance activities	20,988	15,521	36,509	9,286	8,619	17,905	54,414
Real estate activities	1,804	1,223	3,027	1,373	488	1,862	4,889
Professional, scientific and technical activities	13,557	5,922	19,479	4,972	4,253	9,225	28,704
Administrative and support service activities	35,400	10,251	45,652	26,946	6,179	33,124	78,776
Public administration and defence; compulsory social security	121,886	70,705	192,591	100,861	60,398	161,259	353,849
Education	149,784	127,124	276,908	111,059	92,958	204,017	480,925
Human health and social work activities	44,233	69,896	114,129	22,059	38,816	60,874	175,003
Arts, entertainment and recreation	2,843	2,174	5,017	1,694	1,681	3,375	8,392
Other service activities	61,009	35,064	96,073	11,745	10,509	22,253	118,327
Total Employees	1,058,775	599,271	1,658,046	558,045	383,220	941,265	2,599,311

Table A11: Number of Total Regular Employees by Industrial Major Division and Citizenship, 2016

Industry	Citizen	Non - Citizen	Total
Agriculture, forestry and fishing	106,688	611	107,299
Mining and quarrying	33,907	795	34,702
Manufacturing	397,882	7,883	405,765
Electricity, gas, steam and air conditioning supply	30,769	49	30,817
Water supply; sewage, waste management and remediation activities	8,798	98	8,896
Construction	54,173	1,966	56,138
Wholesale and retail trade; repair of motor vehicles and motorcycles	173,196	3,051	176,247
Transportation and storage	71,714	740	72,453
Accommodation and food service activities	171,591	1,589	173,179
Information and communication	61,503	956	62,459
Financial and insurance activities	53,808	269	54,077
Real estate activities	4,624	36	4,660
Professional, scientific and technical activities	27,861	91	27,952
Administrative and support service activities	76,993	548	77,541
Public administration and defence; compulsory social security	352,417	926	353,343
Education	471,964	4,542	476,506
Human Health and social work activities	172,516	618	173,135
Arts, entertainment and recreation	8,193	127	8,320
Other service activities	111,932	608	112,540
Total Employees	2,390,529	25,504	2,416,032

Table A12: Number of Total Employees by Region and Sector 2016

Region	Private		Public		Total	
	2015	2016	2015	2016	2015	2016
Dodoma	22,368	24,914	39,513	43,311	61,880	68,225
Arusha	138,099	147,497	26,595	28,079	164,693	175,576
Kilimanjaro	87,953	90,508	40,105	44,680	128,057	135,188
Tanga	72,166	80,867	37,897	39,696	110,063	120,562
Morogoro	194,037	207,475	74,834	75,586	268,871	283,061
Pwani	20,587	23,765	27,566	28,969	48,153	52,734
Dar es Salaam	614,445	706,159	100,784	105,388	715,229	811,547
Lindi	5,855	7,379	22,563	25,320	28,417	32,699
Mtwara	12,161	15,321	16,087	19,654	28,249	34,975
Ruvuma	22,519	32,464	23,065	23,652	45,585	56,116
Iringa	35,527	38,543	27,746	31,374	63,273	69,917
Mbeya	65,548	69,448	54,037	58,721	119,586	128,169
Singida	15,337	19,131	22,864	25,450	38,201	44,581
Tabora	14,090	14,127	23,767	29,890	37,857	44,017
Rukwa	8,998	9,240	16,104	19,500	25,102	28,740
Kigoma	14,601	17,504	26,689	28,075	41,290	45,580
Shinyanga	26,492	26,795	28,174	33,933	54,666	60,728
Kagera	19,897	23,551	27,794	30,322	47,691	53,873
Mwanza	102,992	105,145	40,644	47,274	143,635	152,420
Mara	17,922	19,120	29,038	33,738	46,959	52,858
Manyara	15,811	25,209	17,133	20,519	32,944	45,728
Njombe	8,924	10,551	10,523	15,108	19,448	25,659
Katavi	821	1,930	7,104	9,086	7,925	11,016
Simiyu	4,741	5,602	17,469	21,714	22,210	27,317
Geita	26,275	26,449	8,709	11,575	34,984	38,024
Total Employees	1,568,165	1,748,695	766,803	850,616	2,334,969	2,599,311

Table A13: Number of Total Employees by Region, Terms of Employment and Sex, 2016

Region	Regular			Casual			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	36,390	31,075	67,465	543	217	760	68,225
Arusha	92,232	69,530	161,762	6,208	7,606	13,814	175,576
Kilimanjaro	69,958	56,156	126,114	4,743	4,331	9,074	135,188
Tanga	56,766	43,896	100,662	10,726	9,174	19,900	120,562
Morogoro	182,442	83,315	265,757	11,523	5,781	17,304	283,061
Pwani	30,666	19,118	49,784	2,174	776	2,950	52,734
Dar es Salaam	493,248	267,707	760,955	36,264	14,327	50,592	811,547
Lindi	18,517	13,990	32,506	117	76	193	32,699
Mtwara	22,277	12,108	34,384	428	163	591	34,975
Ruvuma	27,066	18,525	45,591	416	10,109	10,525	56,116
Iringa	37,423	26,371	63,794	3,758	2,365	6,123	69,917
Mbeya	68,226	51,811	120,038	6,129	2,002	8,131	128,169
Singida	23,545	17,679	41,224	2,392	964	3,356	44,581
Tabora	27,698	15,854	43,552	281	184	465	44,017
Rukwa	18,037	10,068	28,106	429	206	635	28,740
Kigoma	30,787	13,582	44,369	981	230	1,211	45,580
Shinyanga	39,089	20,402	59,490	808	430	1,238	60,728
Kagera	31,218	19,284	50,501	2,718	654	3,372	53,873
Mwanza	81,019	50,141	131,161	16,564	4,695	21,259	152,420
Mara	27,927	24,003	51,930	633	294	928	52,858
Manyara	23,757	15,070	38,827	5,016	1,885	6,901	45,728
Njombe	14,011	10,838	24,849	469	342	810	25,659
Katavi	6,976	4,036	11,011	-	5	5	11,016
Simiyu	16,898	9,669	26,567	464	286	750	27,317
Geita	25,784	9,848	35,632	1,080	1,312	2,392	38,024
Total Employees	1,501,957	914,075	2,416,032	114,863	68,415	183,279	2,599,311

Table A14: Number of Total Employees in Private Sector by Region, Age Group and Sex, 2016

Region	Adult Male	Adult Female	Youth Male	Youth Female	Grand total
Dodoma	8,242	4,468	6,339	5,866	24,914
Arusha	64,045	49,343	19,595	14,514	147,497
Kilimanjaro	36,575	24,148	16,559	13,226	90,508
Tanga	37,403	28,839	8,752	5,872	80,867
Morogoro	134,583	45,536	16,701	10,655	207,475
Pwani	9,918	5,000	5,891	2,957	23,765
Dar es Salaam	321,478	147,472	149,332	87,877	706,159
Lindi	2,020	2,240	1,755	1,364	7,379
Mtwara	6,306	3,159	3,313	2,542	15,321
Ruvuma	6,077	12,861	7,478	6,048	32,464
Iringa	14,840	8,276	9,035	6,391	38,543
Mbeya	28,679	12,506	15,611	12,652	69,448
Singida	7,263	5,186	4,234	2,448	19,131
Tabora	6,048	2,280	3,280	2,520	14,127
Rukwa	4,170	1,095	2,743	1,231	9,240
Kigoma	7,702	2,180	5,473	2,150	17,504
Shinyanga	13,136	4,307	6,416	2,936	26,795
Kagera	9,593	4,948	5,356	3,654	23,551
Mwanza	39,844	16,526	29,249	19,526	105,145
Mara	6,469	3,485	4,760	4,406	19,120
Manyara	6,760	4,809	9,465	4,175	25,209
Njombe	3,788	2,337	2,164	2,262	10,551
Katavi	799	321	565	246	1,930
Simiyu	1,775	858	1,760	1,210	5,602
Geita	10,772	2,537	8,724	4,416	26,449
Total	788,285	394,717	344,550	221,143	1,748,695

Table A15: Number of Total Employees in Public Sector by Region, Age Group and Sex, 2016

Region	Adult Male	Adult Female	Youth Male	Youth Female	Grand total
Dodoma	12,298	10,025	10,054	10,934	43,311
Arusha	10,273	10,092	4,526	3,188	28,079
Kilimanjaro	14,344	15,932	7,223	7,181	44,680
Tanga	13,203	12,148	8,135	6,210	39,696
Morogoro	22,804	17,986	19,877	14,919	75,586
Pwani	9,657	6,127	7,375	5,810	28,969
Dar es Salaam	36,629	29,206	22,074	17,479	105,388
Lindi	9,015	6,462	5,844	3,999	25,320
Mtwara	6,754	3,070	6,332	3,499	19,654
Ruvuma	9,186	6,377	4,741	3,348	23,652
Iringa	8,616	7,137	8,690	6,932	31,374
Mbeya	15,772	15,381	14,293	13,275	58,721
Singida	9,332	7,098	5,108	3,911	25,450
Tabora	6,987	3,693	11,665	7,545	29,890
Rukwa	5,467	3,685	6,086	4,262	19,500
Kigoma	11,712	5,834	6,881	3,648	28,075
Shinyanga	10,006	6,114	10,338	7,475	33,933
Kagera	9,554	5,664	9,432	5,671	30,322
Mwanza	14,892	8,969	13,598	9,815	47,274
Mara	8,903	8,366	8,428	8,041	33,738
Manyara	7,680	5,109	4,867	2,863	20,519
Njombe	4,333	3,230	4,194	3,351	15,108
Katavi	2,758	1,263	2,854	2,211	9,086
Simiyu	6,329	3,245	7,498	4,642	21,714
Geita	3,986	2,342	3,382	1,866	11,575
Total	270,490	204,554	213,495	162,076	850,616

Table A16: Number of Total Employees by Region, Sector and Age Group, 2016

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 - 35 Years)
Dodoma	12,710	12,204	22,323	20,988
Arusha	113,388	34,109	20,365	7,714
Kilimanjaro	60,723	29,785	30,276	14,404
Tanga	66,242	14,624	25,351	14,345
Morogoro	180,120	27,355	40,790	34,796
Pwani	14,918	8,847	15,784	13,185
Dar es Salaam	468,950	237,209	65,835	39,553
Lindi	4,260	3,119	15,477	9,843
Mtwara	9,465	5,856	9,824	9,830
Ruvuma	18,938	13,526	15,563	8,090
Iringa	23,116	15,427	15,753	15,621
Mbeya	41,185	28,263	31,153	27,568
Singida	12,449	6,682	16,430	9,019
Tabora	8,328	5,800	10,680	19,210
Rukwa	5,266	3,974	9,152	10,348
Kigoma	9,882	7,623	17,547	10,529
Shinyanga	17,443	9,352	16,120	17,814
Kagera	14,542	9,009	15,218	15,104
Mwanza	56,370	48,775	23,862	23,413
Mara	9,954	9,166	17,269	16,469
Manyara	11,569	13,640	12,789	7,730
Njombe	6,125	4,426	7,563	7,545
Katavi	1,120	810	4,021	5,065
Simiyu	2,633	2,969	9,574	12,140
Geita	13,309	13,140	6,328	5,247
Total Employees	1,183,002	565,694	475,044	375,571

Annexes for Chapter Three

Table B1: Number of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sector Tanzania Mainland, 2016

Monthly Wage Rate	Private	Public	Total
Up to 100,000	161,043	2,484	163,528
100,001 -150,000	348,015	4,960	352,975
150,001 - 300,000	424,737	26,832	451,569
300,001 - 500,000	252,076	193,092	445,168
500,001 - 900,000	181,419	366,519	547,938
900,001 - 1,200,000	69,841	143,015	212,856
1,200,001 - 1,500,000	42,475	64,928	107,403
Above 1,500,000	64,457	42,999	107,456
Total Citizen Employees	1,544,064	844,830	2,388,894

Table B2: Number of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sex, Tanzania Mainland, 2016

Monthly Wage Rate (TZS) Group	Male	Female	Total
Up to 100,000	92,809	70,719	163,528
100,001 -150,000	224,124	128,851	352,975
150,001 - 300,000	304,687	146,881	451,569
300,001 - 500,000	273,764	171,404	445,168
500,001 - 900,000	325,830	222,108	547,938
900,001 - 1,200,000	122,139	90,717	212,856
1,200,001 - 1,500,000	64,871	42,532	107,403
Above 1,500,000	72,634	34,822	107,456
Total Citizen Employees	1,480,859	908,035	2,388,894

Table B3: Number of Citizen Employees by Industry and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2016

Industry	Up to 100,000	100,001 - 150,000	150,001 - 300,000	300,001 - 500,000	500,001 - 900,000	900,001 - 1,200,000	1,200,001 - 1,500,000	Above 1,500,000	Total
Agriculture, forestry and fishing	10,506	45,848	28,712	10,979	6,263	2,610	997	775	106,688
Mining and quarrying	1,435	3,448	5,326	5,777	9,125	3,959	2,728	2,109	33,907
Manufacturing	46,618	120,963	128,384	53,232	26,458	10,303	4,967	6,959	397,882
Electricity, gas, steam and air conditioning supply	18	685	1,544	728	9,621	9,903	6,080	2,189	30,769
Water supply; sewage, waste management and remediation activities	818	689	1,071	2,192	2,115	880	480	554	8,798
Construction	4,456	4,075	22,180	11,227	5,193	3,925	1,051	2,065	54,173
Wholesale and retail trade; repair of motor vehicles and motorcycles	19,227	36,885	59,390	30,483	15,255	4,691	2,761	4,506	173,196
Transportation and storage	1,540	5,014	20,605	15,322	14,955	8,149	3,055	3,073	71,714
Accommodation and food service activities	41,801	54,556	49,501	13,202	7,833	2,781	1,009	907	171,591
Information and communication	1,931	5,316	9,305	11,120	8,047	6,326	5,836	13,622	61,503
Financial and insurance activities	525	618	2,911	4,249	13,447	6,906	7,214	17,939	53,808
Real estate activities	-	817	1,106	565	635	467	501	531	4,624
Professional, scientific and technical activities	745	1,017	3,905	6,459	6,708	3,373	2,298	3,355	27,861
Administrative and support service activities	8,295	37,424	18,578	7,662	2,946	790	404	896	76,993
Public administration and defence; compulsory social security	813	1,276	11,803	77,179	163,247	50,994	28,176	17,295	350,782
Education	2,901	8,672	32,517	125,303	190,292	71,420	22,975	17,884	471,964
Human Health and social work activities	2,740	7,660	22,840	49,207	50,039	19,552	13,536	6,943	172,516
Arts, entertainment and recreation	342	755	971	2,911	1,925	498	314	476	8,193
Other service activities	18,818	17,258	30,919	17,372	13,834	5,330	3,021	5,379	111,932
Total	163,528	352,975	451,569	445,168	547,938	212,856	107,403	107,456	2,388,894

Table B4: Number of Regular Citizen Employees by Monthly Wage Rate (TZS) Group and Sex, Tanzania Mainland, 2016

Monthly Wage Rate (TZS) Group	Adult (36+ years)			Youth (15-35 years)		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Up to 100,000	58,440	31,189	89,629	34,369	39,529	73,899
100,001 -150,000	154,315	80,990	235,305	69,809	47,862	117,670
150,001 - 300,000	200,381	89,090	289,471	104,307	57,791	162,098
300,001 - 500,000	152,511	86,139	238,650	121,253	85,265	206,518
500,001 - 900,000	189,551	126,438	315,989	136,279	95,670	231,949
900,001 - 1,200,000	93,673	69,390	163,063	28,466	21,327	49,793
1,200,001 - 1,500,000	53,549	33,650	87,198	11,323	8,883	20,205
Above 1,500,000	60,028	27,884	87,912	12,606	6,939	19,544
Total Employees	962,447	544,770	1,507,218	518,411	363,265	881,676

Table B4: Number of Regular Citizen Employees by Sector and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2016

Monthly Wage Rate (TZS) Group	Adult (36+ years)			Youth (15-35 years)		
	Private	Public	Both Sectors	Private	Public	Both Sectors
Up to 100,000	87,851	1,778	89,629	73,192	707	73,899
100,001 -150,000	232,131	3,174	235,305	115,885	1,785	117,670
150,001 - 300,000	274,531	14,940	289,471	150,206	11,892	162,098
300,001 - 500,000	169,020	69,630	238,650	83,056	123,462	206,518
500,001 - 900,000	129,558	186,432	315,989	51,861	180,088	231,949
900,001 - 1,200,000	56,011	107,053	163,063	13,830	35,963	49,793
1,200,001 - 1,500,000	34,776	52,423	87,198	7,699	12,506	20,205
Above 1,500,000	52,116	35,796	87,912	12,341	7,203	19,544
Total Regular Citizen	1,035,993	471,225	1,507,218	508,071	373,605	881,676

Annexes for Chapter Four

Table C1: Total Annual Cash Earnings by Sector, Tanzania Mainland, 2015 and 2016

Sector	2015	2016
Private	11,177,000	12,956,373
Public	7,862,721	10,654,053
Total	19,039,721	23,610,426

Table C2: Annual Cash Earnings (TZS Million) of Employees by Major Industry and Terms of employment, 2016

Industry	Regular Employees	Casual Employees	Total
Agriculture, forestry and fishing	549,421	49,497	598,918
Mining and quarrying	354,183	2,883	357,067
Manufacturing	2,517,469	107,531	2,625,000
Electricity, gas, steam and air conditioning supply	455,562	2,344	457,906
Water supply; sewage, waste management and remediation activities	109,968	4,123	114,091
Construction	410,663	27,057	437,720
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,225,198	35,093	1,260,291
Transportation and storage	887,675	7,820	895,495
Accommodation and food service activities	739,348	7,849	747,197
Information and communication	1,086,895	1,946	1,088,841
Financial and insurance activities	2,333,163	765	2,333,928
Real estate activities	52,006	227	52,234
Professional, scientific and technical activities	432,229	1,284	433,513
Administrative and support service activities	335,758	1,730	337,488
Public administration and defence; compulsory social security	3,916,310	1,195	3,917,505
Education	4,814,520	8,105	4,822,625
Human Health and social work activities	2,328,451	3,767	2,332,219
Arts, entertainment and recreation	72,411	82	72,492
Other service activities	719,886	6,011	725,896
Total Annual Cash Earning (TZS Million)	23,341,118	269,308	23,610,426

Table C3: Annual Cash Earnings (TZS Million) of Employees by Major Industry, Terms of Employment and Sex, Tanzania Mainland, 2016

Industry	Regular Employees			Casual Employees		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	382,576	166,844	549,421	33,162	16,335	49,497
Mining and quarrying	322,695	31,489	354,183	2,299	584	2,883
Manufacturing	1,877,068	640,401	2,517,469	67,652	39,879	107,531
Electricity, gas, steam and air conditioning supply	313,490	142,072	455,562	2,155	189	2,344
Water supply; sewage, waste management and remediation activities	85,766	24,202	109,968	3,559	563	4,123
Construction	353,413	57,250	410,663	14,805	12,252	27,057
Wholesale and retail trade; repair of motor vehicles and motorcycles	953,553	271,645	1,225,198	27,043	8,050	35,093
Transportation and storage	671,244	216,431	887,675	7,009	812	7,820
Accommodation and food service activities	407,329	332,019	739,348	4,168	3,681	7,849
Information and communication	777,031	309,864	1,086,895	1,028	918	1,946
Financial and insurance activities	1,432,183	900,981	2,333,163	506	259	765
Real estate activities	36,471	15,535	52,006	97	130	227
Professional, scientific and technical activities	234,783	197,446	432,229	860	424	1,284
Administrative and support service activities	256,086	79,672	335,758	1,411	319	1,730
Public administration and defence; compulsory social security	2,428,075	1,488,235	3,916,310	763	432	1,195
Education	2,697,930	2,116,589	4,814,520	4,645	3,460	8,105
Human Health and social work activities	884,259	1,444,192	2,328,451	2,218	1,549	3,767
Arts, entertainment and recreation	39,119	33,291	72,411	4	78	82
Other service activities	422,574	297,312	719,886	3,987	2,023	6,011
Total	14,575,648	8,765,469	23,341,118	177,370	91,938	269,308

Annexes for Chapter Five

D1: Distribution of Annual Wage Bill by Major Sector, 2016

Public	10,654,053,523,599
Private	12,983,206,335,481
Total	23,637,259,859,080

D2: Distribution of Annual Wage Bill by Detailed Sectors, 2016

Sector	Total annual wage bill
Private Profit -Making Institution	9,535,881,322,066
Private NonProfit -Making Institution	5,295,113,156,247
Cooperative	3,211,804,896,291
Central Government	2,412,321,701,205
Local Government (Urban)	1,422,265,434,081
Local Government (District)	861,939,179,408
Parastatal Profit Making Institution	662,414,052,658
Parastatal Non-profit Making Institution	235,520,117,124

D3: Distribution of Annual Wage Bill (TZS Millions) by Industrial Major Division and Sector, 2016

Industry	Private	Public	Total annual wage bill
Agriculture, forestry and fishing	536,834,862,987	62,560,048,993	599,320,454,371
Mining and quarrying	357,761,851,441		357,704,017,748
Manufacturing	2,624,725,687,226	9,734,820,204	2,634,038,127,298
Electricity, gas, steam and air conditioning supply	102,935,285,452	355,024,649,863	458,013,233,282
Water supply; sewage, waste management and remediation activities	15,562,904,507	98,537,706,874	114,117,506,954
Construction	417,935,293,271	19,950,919,723	437,822,582,234
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,266,699,617,989	1,210,629,658	1,267,705,718,866
Transportation and storage	550,501,122,484	349,254,394,929	899,735,327,790
Accommodation and food service activities	736,003,483,293	15,509,281,187	751,396,841,695
Information and communication	1,026,243,465,618	63,005,157,316	1,089,095,138,070
Financial and insurance activities	1,229,045,544,799	1,106,282,546,974	2,335,347,342,959
Real estate activities	20,573,729,236	31,669,448,811	52,246,090,924
Professional, scientific and technical activities	318,543,190,170	115,099,707,806	433,614,078,147
Administrative and support service activities	330,039,539,130	7,947,389,793	337,935,142,249
Public administration and defence; compulsory social security	111,464,338,773	3,806,223,366,980	3,918,419,491,941
Education	1,582,600,898,622	3,241,229,785,207	4,824,213,354,068
Human Health and social work activities	1,024,364,933,567	1,308,944,503,739	2,333,401,699,247
Arts, entertainment and recreation	54,539,065,216	17,980,667,454	72,514,458,295
Other service activities	676,831,521,699	43,888,498,088	720,619,252,943
Total	12,983,206,335,481	10,654,053,523,599	23,637,259,859,080

D4: Distribution of Annual Wage Bill by Selected Regions, 2016

Region	Total Annual Wage Bill
Dodoma	580,111,690,941
Arusha	1,185,029,269,037
Kilimanjaro	1,017,807,804,439
Tanga	766,806,274,494
Morogoro	2,034,296,472,536
Pwani	522,083,204,880
Dar es Salaam	9,219,287,700,803
Lindi	329,653,446,947
Mtwara	267,065,429,877
Ruvuma	428,383,650,213
Iringa	519,767,525,574
Mbeya	1,455,861,180,007
Singida	325,437,812,144
Tabora	342,122,963,578
Rukwa	262,893,357,318
Kigoma	371,623,754,154
Shinyanga	571,722,969,133
Kagera	565,189,991,242
Mwanza	1,409,614,266,646
Mara	396,011,923,338
Manyara	223,506,246,830
Njombe	176,959,980,655
Katavi	105,698,688,104
Simiyu	213,242,395,075
Geita	347,081,861,114
Total	23,637,259,859,080

Annexes for Chapter Six

Table E1: Number of Newly Recruited Employees by Occupation and Field of Study, Tanzania Mainland, 2016

Field of Study	Legislators, administrators and managers	Professionals	Technicians and associate professionals	Clerks	Service workers and shop sales workers	Agricultural and fishery workers	Craft and related workers	Plant and machine operators and assemblers	Elementary occupations	Total
General training programs including literacy	82	3	29	21	324	-	37	61	1,400	1,957
Education trainings	-	3,419	7,027	-	80	-	-	42	2	10,570
Fine and applied arts programs	-	28	60	-	8	-	8	220	-	324
Programs in language	-	-	-	-	-	-	-	-	-	-
Other humanity courses	46	191	27	-	-	-	-	-	-	264
Social and behaviour	195	428	165	9	16	-	-	-	-	813
Commercial, clerical, business and public administration programs	1,415	2,884	2,001	3,512	1,048	-	290	233	54	11,437
Programs in law	10	313	12	6	-	-	-	-	-	341
Natural science programs	3	76	14	-	-	-	-	-	-	93
Mathematics and computer science programs	72	309	171	24	-	-	4	47	-	627
Medicine and health related programs	24	2,074	4,624	10	42	186	8	2	94	7,064
Construction trades programs	140	20	74	-	135	-	362	6	34	771
Other craft, trade and industrial programs	28	95	124	22	41	-	631	661	152	1,754
Engineering and allied programs	27	624	475	16	1	4	80	140	5	1,372
Architectural and town planning programs	3	140	56	-	-	1	-	-	-	200
Agriculture, forestry and fishery programs	64	172	259	20	-	528	18	36	957	2,054
Home economics and domestic science programs	-	32	1	-	59	5	-	-	77	174
Transport and communication programs	105	28	100	7	110	-	30	1,854	70	2,304
Service trades programs	533	37	12	371	11,589	-	9	20	631	13,202
Programs in mass communication and documentation	21	218	59	94	-	-	-	-	-	392
Other programs	69	13	56	249	2,062	157	492	557	10,271	13,926
Total	2,837	11,104	15,346	4,361	15,515	881	1,969	3,879	13,747	69,639

Table E2: Number of Newly Recruited Employees by Region and Occupation, Tanzania Mainland, 2016

Region	Legislators, administrators and managers	Professionals	Technicians and associate professionals	Clerks	Service workers and shop sales workers	Agricultural and fishery workers	Craft and related workers	Plant and machine operators and assemblers	Elementary occupations	Total
Dodoma	29	603	549	267	781		3	6	176	2,414
Arusha	42	236	281	237	542	54	94	105	210	1,801
Kilimanjaro	86	648	665	198	665	66	57	279	1,088	3,752
Tanga	58	83	158	57	309		119	187	1,236	2,207
Morogoro	351	598	1,150	231	1,969	186	129	328	151	5,093
Pwani	19	282	414	344	150	34	12	106	6,830	8,191
DSM	1,181	3,623	3,997	1,830	6,725	28	836	1,682	2,405	22,307
Lindi	24	25	37	43	8		14	3	48	202
Mtwara	14	49	117	16	3		6	29	45	279
Ruvuma	35	151	116	51	317	40	138	76		924
Iringa	20	207	126	53	139	6	11	37	27	626
Mbeya	125	706	1,181	94	586	286	21	29	200	3,228
Singida	6	159	155	40	27		39	17	27	470
Tabora	72	147	339	53	153	30		13	75	882
Rukwa	64	74	206	11	22			5	9	391
Kigoma	5	249	412	29	201	51	10	14	238	1,209
Shinyanga	3	66	157	51	478		6	290	151	1,202
Kagera	103	677	928	308	101		10	152	141	2,420
Mwanza	478	1,283	671	261	1,861	82	113	319	337	5,405
Mara	30	600	1,502	77	294	18	18	40	45	2,624
Manyara		85	6	5	31		302	35		464
Njombe	3	70	340	32	20		30	115	308	918
Katavi	2	266	694	40	13			2		1,017
Simiyu	82	189	172	24	120		1	6		594
Geita	5	28	973	9				4		1,019
Total	2,837	11,104	15,346	4,361	15,515	881	1,969	3,879	13,747	69,639

Table E3: Distribution of the Newly Recruited Permanent, Contractual Casual and Apprentice Employees by Sub Sectors and Sex, Tanzania Mainland, 2016

Sub Sector	Permanent		Contract		Casual		Apprentices		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
PRIVATE SECTOR												
Private Profit - Making Institutions	10,446	7,033	8,121	5,071	1,440	2,217	663	232	461	78	21,131	14,631
Private Non Profit - Making Institutions	2,442	8,732	1,869	1,550	144	143	118	52	34	36	4,607	10,513
PUBLIC SECTOR												
Cooperatives	30	8	178	69	84	-	-	-	-	-	292	77
Central Government	1,525	3,197	58	36	9	-	-	-	1	1	1,593	3,234
Local Government - Urban	627	594	36	14	2	1	-	-	5	2	670	611
Local Government - District	5,608	4,709	99	46	9	7	-	-	1	1	5,717	4,763
Parastatal Profit Making- Institutions	176	123	43	19	-	-	-	-	-	-	219	142
Parastatal Non Profit- Making Institutions	515	497	216	190	-	-	-	-	15	6	746	693
Total	21,369	24,893	10,620	6,995	1,688	2,368	781	284	517	124	34,975	34,664

Table E4: Number of Newly Recruited Employees by selected Occupation, Starting Basic Salary and Sex, Tanzania Mainland, 2015 and 2016

Occupation	Less than 100,000		100,001 – 150,000		150,001 – 300,000		300,001 – 500,000		500,001 - 1,500,000		Above 1,500,000		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Legislators, administrators and managers	251	104	52	10	131	254	556	337	423	139	373	207	1,786	1,051
Professionals	294	44	36	23	375	498	1,256	618	4,118	2,274	1,054	514	7,133	3,971
Technicians and associate professionals	366	316	477	437	1,247	1,203	3,829	3,036	2,226	1,708	234	267	8,379	6,967
Clerks	68	405	197	381	359	595	217	1,126	428	466	46	73	1,315	3,046
Service workers and shop sales workers	2,796	3,812	2,334	1,606	2,487	1,217	622	290	244	101	-	6	8,483	7,032
Agricultural and fishery workers	121	28	174	228	229	57	18	11	13	2	-	-	555	326
Craft and related workers	510	132	307	61	396	4	165	7	302	32	41	12	1,721	248
Plant and machine operators and assemblers	357	22	501	372	1,142	448	624	31	348	12	16	6	2,988	891
Elementary occupations	382	545	1,684	8,179	467	303	64	2,100	18	5	-	-	2,615	11,132
Total	5,145	5,408	5,762	11,297	6,833	4,579	7,351	7,556	8,120	4,739	1,764	1,085	34,975	34,664

NATIONAL BUREAU OF STATISTICS

Vision

“To become a one – stop Centre for official statistics in Tanzania.”

Mission

“To produce quality official statistics and services that meet needs of national and international stakeholders for evidence – based planning and decision making.”

