



THE UNITED REPUBLIC OF TANZANIA

INTEGRATED LABOUR FORCE SURVEY 2020/21

KEY LABOUR MARKET INDICATORS FOR THE UNITED REPUBLIC OF TANZANIA



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FOREWORD

This report presents the Key results of the Integrated Labour Force Survey (ILFS) conducted in Tanzania Mainland and Zanzibar from July 2020 to June 2021. The survey was conducted by the National Bureau of Statistics (NBS) and Office of the Chief Government Statistician Zanzibar (OCGS) in collaboration with the Prime Minister's Office Policy, Parliamentary Affairs, Labour, Youth, Employment and Persons With Disability; and President's Office - Labour, Economic Affairs and Investment on behalf of the Government of United Republic of Tanzania. The 2020/21 is the sixth of such survey conducted by the Government in collaboration with Development Partners (DPs) and other stakeholders.

The history of labour force surveys in Tanzania Mainland goes back to 1965 when the first post-independence survey was conducted. It was followed by the surveys conducted in 1990/91, 2000/2001, 2006 and 2014. The objective of these surveys was to collect labour market information and other socio-economic data required for policy formulation to promote employment and for monitoring employment and unemployment trends as indicated in national, regional and international development aspirations, which include: - the National Five-year Development Plan III, National Development Vision 2025; Zanzibar Vision 2050; African Agenda 2063; East Africa Vision 2050 and the UN Sustainable Development Goals, 2030, specifically Goal Number 8 which promote sustained economic growth and decent work.

I wish to extend my sincere gratitude to European Union (EU) for financial support of this Survey. I also appreciate various groups of participants for their efforts which contributed to the production of this report. Special thanks are due to Development Partners particularly the World Bank (WB), Foreign, Commonwealth and Development Office



(FCDO) and International Labour Organization (ILO) for providing technical and financial support.

Special thanks should go to the 2020/21 ILFS NBS and OCGS Technical Committee team for their close supervision in all stages of execution of the survey including; preparation of survey instruments, data collection, analysis, report writing. I also appreciate the active participation of a dedicated team from Prime Minister's Office Labour, Youth, Employment and Person with Disability; and the President's Office- Labour, Economic Affairs and Investment for their commitment which led to successful completion of the survey and this report.

Finally, but not least, I would like to thank all respondents particularly parents, children and the general public who agreed to spare their time for the interview and provide useful information that has enabled NBS and OCGS to obtain the required information.

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INTRODUCTION

The booklet presents 14 key indicators of the labour market from the Integrated Labour Force Surveys (ILFS), 2020/21. The indicators are presented at the levels of the United Republic of Tanzania (URT); Tanzania Mainland (TZM) and Zanzibar (ZNZ). The key indicators of the labour market are strategic indicators for policy formulation to promote employment and for monitoring employment and unemployment trends as indicated in national, regional and international development aspirations, which include: -the National Five year Development plan III, National Development Vision 2025; Zanzibar Vision 2050; African Agenda 2063; East Africa Vision 2050 and Sustainable Development Goals 2030. This booklet presents tables in respect of persons aged 15 years or above.

The concepts and definitions used in this booklet are in line with international recommendations, in particular, the International Conferences of Labour Statisticians, 1982. However, in some cases, the standard international definitions particularly on employment and unemployment have been slightly adjusted to reflect the situation of developing countries including Tanzania. The international definition of employment includes all persons who worked in economic activity for any amount of time, even for one hour, in the course of the reference week. The national definition of employment is similar to the international definition except that it excludes all persons who are marginally attached to self-employment activities and include them into unemployment.

¹ According to the national definition of employment, persons marginally attached to employment include unpaid family workers in agriculture activities; who are uncertain about holding such jobs over the next month after the month of survey. Such persons also worked less than 40 hours a week in the reference week; and cited economic reasons as an obstacle for not working more hours.



1.0 EMPLOYMENT BY MAIN INDUSTRY



Employment by industry is an important indicator of the labour market as it shows the distribution of employment among industries in the economy. This can help focus employment programs and policies to influence employment in specific industries of the economy.

Table 1.1: Percentage of the Total Employment by Industry 15+ ILFS 2014 and 2020 (National Definition)

Industry	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Agriculture, forestry and fishing	63.2	69.4	66.2	63.9	69.9	66.9	38.3	44.0	40.8	61.8	60.4	61.1	62.6	60.9	61.8	36.8	33.8	35.5
Manufacturing industry	9.8	3.4	6.7	9.6	3.2	6.5	14.7	14.5	14.6	11.3	4.5	8.0	11.1	4.3	7.8	18.6	15.0	17.1
Services	27.0	27.2	27.1	26.4	26.9	26.7	47.0	41.6	44.6	26.8	35.2	30.9	26.3	34.8	30.5	44.6	51.3	47.4
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.2: Percentage of the Total Employment by Industry 15+ ILFS 2014 and 2020 (Relaxed Definition)

Industry	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Agriculture, forestry and fishing	64.6	70.3	67.4	65.3	70.8	68.1	38.1	43.8	40.6	61.8	60.4	61.1	62.6	60.9	61.8	36.8	33.8	35.5
Manufacturing industry	9.5	3.4	6.5	9.3	3.1	6.3	15.2	14.6	14.9	11.3	4.5	8.0	11.1	4.3	7.8	18.6	15.0	17.1
Services	25.9	26.4	26.2	25.4	26.0	25.7	46.8	41.6	44.5	26.8	35.2	30.9	26.3	34.8	30.5	44.6	51.3	47.4
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Key message: Table 6.1 reveals a mixed pattern of employment shifts in Tanzania, where, a share of employment in agriculture, forestry and fishing has decreased from 66.2% in 2014 to 61.1% in 2020/21 while manufacturing has increased from 6.7 % in 2014 to 8.0 % in 2020/21. It is also reviewed that, employment in services has increased from 27.1% in 2014 to 30.9% in 2020/21.

Policy Implication: The decrease of share employment in the agriculture sector and increase in manufacturing and services indicates a big structural change in the economy which is a good sign of economic Transformation. When the proportion of labour employed in agriculture decreased and those in other sectors notably manufacturing and services increase it implies that agriculture sector is served by lesser labour force with increased productivity. In addition, this shift indicates that industrialization agenda is bearing fruits while labour force skills are improving to be absorbed into manufacturing and service sector as these sectors require high skilled labour force.



2.0 STATUS IN EMPLOYMENT

The indicator of status in employment distinguishes between six categories of the total employment, i.e. wage and salaried workers (also known as paid employees); self-employed workers (non-agriculture); contributing family workers who are also known as unpaid family workers and workers not classified by status (Apprentice, Interns etc). The indicator shows the structures of employment amongst such categories.



Table 2.1: Percentage of Total Employment by Status in Employment (National Definition)

Status	2014									2020/2021								
	URT			TZM			ZNY			URT			TZM			ZNY		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Employees	18.4	9.8	14.1	17.9	9.6	13.8	32.8	17.9	26.3	19.0	9.4	14.3	18.6	9.1	14.0	32.5	21.1	27.7
Employers	4.0	1.7	2.8	3.9	1.7	2.8	7.9	1.2	5.0	2.3	1.2	1.8	2.2	1.1	1.7	6.4	2.4	4.7
Own account workers	56.6	37.8	47.4	56.7	37.1	47.0	53.4	69.2	60.3	59.7	48.6	54.3	59.8	48.2	54.2	55.4	64.7	59.3
Members of producer cooperative	-	-	-	-	-	-	-	-	-	0.2	0.1	0.1	0.2	0.1	0.1	1.0	0.6	0.8
Contributing family workers	21.0	50.7	35.6	21.5	51.6	36.3	5.8	11.7	8.4	18.1	40.4	29.0	18.6	41.1	29.5	4.3	10.6	6.9
Workers not classifiable by status (apprentice, intern etc)	-	-	-	-	-	-	-	-	-	0.6	0.5	0.5	0.6	0.5	0.5	0.5	0.5	0.5
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0



Table 2.2: Percentage of Total Employment by Status in Employment (Relaxed Definition)

Status	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Employees	17.8	9.5	13.7	17.4	9.3	13.4	32.9	17.7	26.2	18.6	9.0	13.9	18.2	8.8	13.5	32.5	21.1	27.7
Employers	3.8	1.6	2.7	3.7	1.6	2.7	8.1	1.3	5.1	2.3	1.1	1.7	2.2	1.1	1.6	6.4	2.4	4.7
Own account workers	57.8	39.4	48.7	57.9	38.8	48.4	53.3	69.4	60.4	58.3	46.7	52.6	58.4	46.3	52.5	55.4	64.7	59.3
Members of producer cooperative	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.1	0.2	0.1	0.1	1.0	0.6	0.8
Contributing family workers	20.6	49.5	34.8	21.1	50.3	35.5	5.8	11.6	8.3	20.0	42.7	31.1	20.5	43.4	31.7	4.4	10.7	7.0
Workers not classifiable by status (apprentice, intern etc)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.4	0.5	0.6	0.4	0.5	0.5	0.5	0.5
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Key Message: Table 2.1 indicates marginal increase in the proportion of paid employment from 14.1% in 2014 to 14.3% in 2020/21. This is a favourable attribute of the labour market as it indicates a positive transition towards decent employment. However, the proportion of own account workers increased from 47.4% in 2014 to 54.3% in 2020/21, a situation which indicates an increase of risky employment.

Policy Implication: The marginal increase in the proportion of paid employment for the period of five years (2014 -2020/2021) can be interpreted as that the economy was not able to create reasonable number of paid jobs. This speaks volumes on the importance of putting in place or implementing policies that attracts investments in the areas that employ more individuals and given the importance of private sector as engine of growth and employment generation, incentives towards private sector that create more jobs is critical.

Though there has been a notable increase of persons in paid employment, there is still larger proportion of persons working as own account workers, (47.4% in 2014 vis a vis 54.3% in 2020/21) and most such persons are in small holder agricultural households. In this regard, policies that favour commercialization and value-addition of agriculture produce are important to enhance income generation and productivity. Such policy options will not only change structure of labour force, but also have benefits of creating more employment opportunities and widening the tax base. On the other hand, there is a need to sustain policy efforts which target to harness potentials of non-traditional and emerging sectors such as arts and culture, sports, and entertainment. In recent years, these sectors have helped to create employment, especially for the youth and helped to diversify the rural economy.



3.0 EMPLOYMENT BY SECTOR



The indicator for employment by sector categorizes employment into six broad groupings of economic activities. The indicator shows the structure of employment amongst the industrial sector.

Table 3.1: Percentage of the Total Employment by Sector (National Definition)

Sector	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Central and local Government	3.9	2.8	3.3	3.6	2.6	3.1	13.9	9.5	12.0	3.0	2.1	2.6	2.8	1.9	2.4	10.5	11.1	10.7
Parastatal Organization	0.5	0.1	0.3	0.6	0.1	0.3	0.2	0.1	0.1	0.5	0.2	0.3	0.5	0.2	0.3	0.1	0.1	0.1
Political parties, NGO, religious organisations	0.7	0.4	0.5	0.7	0.4	0.5	0.4	0.3	0.3	2.5	1.2	1.9	2.6	1.2	1.9	1.3	0.9	1.1
International organization or foreign embassy	0.1	0.0	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.2	0.1	0.1	-	-	-
Private business (non-farm)	29.4	23.8	26.6	28.9	23.3	26.1	47.5	45.2	46.5	24.1	21.1	22.7	23.4	20.6	22.0	48.5	47.3	48.0
Partnership or cooperative	0.1	0.2	0.1	0.1	0.2	0.1	0.4	0.1	0.3	1.6	0.5	1.1	1.6	0.5	1.0	2.9	1.6	2.4
Own or family farm	63.8	70.0	66.8	64.5	70.5	67.5	37.1	43.3	39.8	56.6	60.3	58.4	57.4	60.9	59.1	30.3	29.5	29.9
Household(s) domestic worker	0.1	0.2	0.2	0.1	0.2	0.2	0.1	0.1	0.1	3.8	7.2	5.5	3.9	7.3	5.6	1.0	3.4	2.0
Household - Other economic activities	1.5	2.7	2.1	1.5	2.8	2.1	0.9	1.5	1.2	7.7	7.4	7.6	7.8	7.4	7.6	5.5	6.2	5.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0





Table 3.2: Percentage of the Total Employment by Sector 15+ ILFS 2014 and 2020 (Relaxed Definition)

Sector	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Central and local Government	3.7	2.7	3.2	3.5	2.5	3.0	13.5	9.3	11.6	2.9	2.1	2.5	2.7	1.9	2.3	10.5	11.1	10.7
Parastatal Organization	0.5	0.1	0.3	0.6	0.1	0.3	0.2	0.1	0.1	0.5	0.2	0.3	0.5	0.2	0.3	0.1	0.1	0.1
Political parties, NGO, religious organizations	0.7	0.4	0.5	0.7	0.4	0.5	0.4	0.3	0.3	2.5	1.2	1.8	2.5	1.2	1.8	1.3	0.9	1.1
International organization or foreign embassy	0.1	0.0	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.2	0.1	0.1	-	-	-
Private business (non-farm)	29.4	23.8	26.6	28.9	23.3	26.1	47.5	45.2	46.5	23.6	20.4	22.0	22.9	19.8	21.4	48.4	47.3	48.0
Partnership or cooperative	0.1	0.2	0.1	0.1	0.2	0.1	0.4	0.1	0.3	1.6	0.5	1.0	1.5	0.5	1.0	2.9	1.6	2.4
Own or family farm	63.8	70.0	66.8	64.5	70.5	67.5	37.1	43.3	39.8	57.2	61.1	59.1	57.9	61.8	59.8	30.2	29.5	29.9
Household(s) domestic worker	0.1	0.2	0.2	0.1	0.2	0.2	0.1	0.1	0.1	4.0	7.4	5.7	4.1	7.5	5.8	1.0	3.5	2.0
Household - Other economic activities	1.5	2.7	2.1	1.5	2.8	2.1	0.9	1.5	1.2	7.7	7.3	7.5	7.7	7.3	7.5	5.5	6.3	5.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Key Message: Table 3.1 shows that, there are more or less the same distributions of employment by sector between 2014 and 2020/21, although central and local government employment shrank. Significant distributional differences are observed in proportions of persons employed in agriculture (66.8% in 2014 and 58.4% in 2020/21) and Private sector non-agricultural activities (26.6% in 2014 and 22.7% in 2020/21).

Policy Implication: Shrinkage of employment in the government reflects the steps by the government between 2015 and 2020 of employing few new personnel at central and local government. While this step might have helped in managing the payroll, the implementation of government policies as reflected in the plans could be compromised. Secondly, it may be challenging to have a proper succession plan in future. Reduction of employment in the category of private sector -non agriculture reflects low investment by the private sector or investment in the sectors or projects and businesses that needs less labour. This call for policies that attracts investments and business with potential to employ ever increasing labour force in the market.



4.0 EMPLOYMENT BY OCCUPATION



The indicator for employment by occupation comprises statistics on jobs classified according to major groups as defined in Tanzania Standard Classification of Occupations (TASCO). Changes in the occupational distribution of an economy can be used to identify and analyze stages of development.

Table 4.1: Percentage of the Total Employment by Occupation; (National Definition)

Occupation	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Legislators, administrators, and managers	0.7	0.2	0.5	0.7	0.2	0.5	0.7	0.2	0.5	0.5	0.2	0.4	0.5	0.2	0.4	0.5	0.2	0.4
Professionals	1.4	0.4	0.9	1.3	0.4	0.9	2.0	1.1	1.6	1.1	0.5	0.8	1.0	0.5	0.8	2.6	2.7	2.6
Technicians and associate professionals	2.2	2.3	2.3	2.1	2.3	2.2	5.1	6.4	5.7	0.8	0.6	0.7	0.7	0.4	0.6	4.8	7.5	6.0
Clerks	0.5	0.9	0.7	0.5	0.9	0.7	1.7	2.0	1.8	0.6	0.5	0.6	0.6	0.5	0.6	1.1	1.8	1.4
Service workers and shop sales workers	9.7	10.2	9.9	9.5	10.1	9.8	18.6	11.0	15.2	9.4	18.5	13.8	9.2	18.4	13.7	17.2	23.2	19.7
Skilled agricultural and fishery workers	62.5	68.8	65.6	63.2	69.4	66.3	38.5	44.6	41.2	58.1	57.9	58.0	59.1	58.7	58.9	23.1	21.8	22.6
Craft and related workers	9.6	3.0	6.4	9.4	2.8	6.1	15.3	14.7	15.0	10.7	5.7	8.3	10.5	5.5	8.0	16.5	16.8	16.6
Plant and machine operators and assemblers	5.2	0.2	2.7	5.2	0.2	2.7	6.2	0.4	3.7	4.5	0.6	2.6	4.5	0.6	2.6	3.3	0.0	1.9
Elementary Occupations	8.2	13.9	11.0	8.1	13.7	10.9	11.8	19.5	15.2	14.4	15.4	14.9	13.9	15.1	14.5	30.8	26.0	28.8
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 4.2: Percentage of the Total Employment by Occupation (Relaxed Definition)

Occupation	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Legislators, administrators and managers	0.7	0.2	0.5	0.7	0.2	0.5	0.7	0.2	0.5	0.5	0.2	0.4	0.5	0.2	0.4	0.5	0.2	0.4
Professionals	1.3	0.4	0.9	1.3	0.4	0.8	2.0	1.1	1.6	1.1	0.5	0.8	1.0	0.5	0.8	2.6	2.7	2.6
Technicians and associate professionals	2.1	2.2	2.2	2.0	2.1	2.1	5.0	6.2	5.5	0.8	0.6	0.7	0.7	0.4	0.5	4.8	7.5	5.9
Clerks	0.5	0.8	0.7	0.5	0.8	0.6	1.6	1.9	1.8	0.6	0.5	0.6	0.6	0.5	0.5	1.1	1.8	1.4
Service workers and shop sales workers	9.3	9.9	9.6	9.1	9.8	9.5	18.4	11.2	15.3	9.4	18.2	13.7	9.1	18.0	13.5	17.2	23.2	19.7
Skilled agricultural and fishery workers	63.9	69.8	66.8	64.6	70.3	67.4	38.3	44.3	40.9	58.6	58.8	58.7	59.6	59.6	59.6	23.1	21.8	22.6
Craft and related workers	9.3	2.9	6.1	9.1	2.6	5.9	15.5	14.9	15.3	10.4	5.5	8.0	10.3	5.3	7.8	16.6	16.8	16.7
Plant and machine operators and assemblers	5.0	0.2	2.6	4.9	0.2	2.6	6.2	0.4	3.6	4.4	0.6	2.5	4.4	0.6	2.5	3.3	0.0	1.9
Elementary Occupations	7.9	13.5	10.7	7.8	13.4	10.6	12.3	19.6	15.5	14.3	15.1	14.7	13.8	14.9	14.3	30.8	26.0	28.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0



Key Message: While several occupations in table 4.1 display the same pattern between 2014 and 2020/2021, two categories are of interest. Technicians and associate professional decrease from 2.2 in 2014 to 0.7 in 2020/2021; and skilled agricultural and fishery workers decreased from 66.8 to 58.7. The decrease in the number technicians employed may signal that, this important occupation especially in manufacturing is not absorbed. On agricultural and fishery skilled workers, it may imply that the agricultural sector may face a serious deficiency of skilled workers thereby affecting productivities.

Policy Implications: For the economy like Tanzania which is transforming and focusing on industrialization while encouraging vocational training to produce skilled workers for industries, linking training policies and industrialization is key. Training should be shaped to produce what the labour market wants and not imparting skills and knowledge with an assumption that it satisfies the labour market. It is therefore imperative to have a long-term manpower planning for economy and technical, vocational and tertiary education institutions to produce those skills to fit the market demand.

Decrease in the work force in the agricultural sector is an indication of the structural change in the economy and sign of transformation. However, decreased in the skilled workforce in this important sector may be detrimental. Policies towards retention and replacing skilled agricultural to support farmers with extension services remains key in increasing productivities in key agricultural sub-sectors (Crops, Livestock and Fisheries)





5.0 PARTICIPATION OF DISABLED PERSONS IN ECONOMIC ACTIVITIES

This section shows the participation of people with disabilities in economic activities, indicators in this section are presented in relation to people with disabilities only.

Table 5.1: Participation in Economic Activities for Persons with Disabilities by Area and Sex, 15+ (National definition)

Economic activity status	2014									2020-2021								
	URT			TZM			ZNY			URT			TZM			ZNY		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Employed	64.6	55.3	59.1	64.7	55.5	59.3	57.4	47.0	51.8	67.6	60.1	63.2	68.0	60.4	63.5	48.1	39.7	43.4
Unemployed	9.5	14.6	12.4	9.5	14.6	12.4	8.4	14.9	11.7	4.4	7.2	6.0	4.3	7.0	5.8	16.0	21.7	19.1
Out of labour force	28.6	35.2	32.5	28.4	35.0	32.3	37.4	44.8	41.4	29.2	35.3	32.8	29.0	35.1	32.5	42.8	49.2	46.4

Table 5.2: Participation in Economic Activities for Persons with Disabilities by Area and Sex, 15+

Economic activity status	2014									2020-2021								
	ZNY			URT			ZNY			URT			ZNY			URT		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Employed	70.8	61.5	65.3	71.0	61.8	65.6	58.9	49.2	53.7	68.3	61.4	64.2	68.7	61.7	64.6	48.1	39.7	43.4
Unemployed	0.9	5.1	3.2	0.8	5.0	3.1	5.9	10.9	8.4	3.5	5.1	4.4	3.3	4.9	4.2	16.0	21.7	19.1
Out of labour force	28.6	35.2	32.5	28.4	35.0	32.3	37.4	44.8	41.4	29.2	35.3	32.8	29.0	35.1	32.5	42.8	49.2	46.4

The results in Table 5.1 show that employment among people with disabilities using the National Translation has increased from 59.1 percent in 2014 to 63.2 percent in 2020/21. In addition, statistics also show that unemployment among people with disabilities has decreased significantly from 12.4 percent in 2014 to 6.0 percent in 2020/21.

Policy implication: Increased employment among people with disabilities reflects the successful implementation of the 2004 Disability Policy which emphasizes job creation for people with disabilities. In addition, the introduction of a special credit window for people with disabilities (2% of local council revenue) might have contributed to job creation for people with disabilities. Sustaining this momentum should be key by mainstreaming disability issue in other national policies to ensure that disabled people are not left behind. This should go hand in hand with strategies to institute robust mechanisms of identifying and registering the disabled people in the communities.



6.0 LABOUR FORCE PARTICIPATION RATE

The Labour force participation rate measures the proportion of the country's working age population that engages actively in the labour market, either by working (employed) or not working but available for work (unemployed). This measure provides an indication of the size of the supply of labour available to engage in the production of goods and services relative to the population at working age in the country.

Table 6.1: Labour Force Participation Rates

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	91.9	87.5	89.7	92.1	87.7	89.8	87.2	80.3	83.7	88.0	82.0	84.9	88.2	82.2	85.1	83.5	71.0	77.1
Other Urban	86.4	81.7	83.9	86.8	82.3	84.4	78.9	70.0	74.3	82.9	77.6	80.0	83.2	78.2	80.4	79.6	70.3	74.8
DSM	81.3	71.5	76.2	81.3	71.5	76.2	-	-	-	78.8	74.3	76.4	78.8	74.3	76.4	-	-	-
TOTAL	89.2	84.0	86.5	89.4	84.2	86.7	83.4	75.6	79.4	86.1	80.3	83.1	86.3	80.6	83.3	81.6	70.7	76.0

Key Message: Labour force participation Rate (LPR) in the URT has declined from 86.5% in 2014 to 83.1% in 2020/21. The decline in LFP is mostly attributed to more persons in working- age enrolling in full time education thus reducing the number of persons who can be employed or seek for employment.





7.0 EMPLOYMENT TO POPULATION RATIO

The employment to population ratio is the proportion of an economy's working age population that is employed. A person of a specified age is considered employed if during a specified brief period of one week was in paid employment (employees) or self – employment (employers, own - account workers, member of producers' cooperatives, contributing family workers) or workers not classified by status (Apprentices, Interns etc). The ratio provides information on the ability of an economy to create employment.

Table 7.1: Employment to Population Ratio (National Definition)

Area	2014									2020/2021								
	URT			TZM			ZMZ			URT			TZM			ZMZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	84.6	79.6	82.1	84.7	79.9	82.2	82.2	68.1	75.0	83.5	74.1	78.7	83.6	74.6	79.0	78.6	54.9	66.5
Other Urban	79.9	70.6	74.9	80.5	72.0	76.0	67.8	41.8	54.4	78.4	65.2	71.2	79.4	66.8	72.5	67.2	44.3	55.3
DSM	72.1	48.5	59.8	72.1	48.5	59.8	-	-	-	69.5	53.1	60.8	69.5	53.1	60.8	-	-	-
TOTAL	81.9	73.3	77.4	82.1	73.8	77.8	75.6	56.0	65.5	81.1	70.1	75.4	81.4	70.7	75.8	73.1	49.7	61.0

Table 7.2: Employment to Population Ratio (Relaxed Definition)

Area	2014									2020/2021								
	URT			TZM			ZMZ			URT			TZM			ZMZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	90.3	84.7	87.4	90.5	85.0	87.7	84.6	70.6	77.4	86.1	78.1	81.9	86.2	78.6	82.3	78.6	54.9	66.5
Other Urban	83.4	74.0	78.4	84.1	75.6	79.5	71.0	43.9	57.0	78.8	65.6	71.6	79.8	67.2	72.9	67.3	44.3	55.4
DSM	73.4	49.2	60.8	73.4	49.2	60.8	-	-	-	69.5	53.1	60.8	69.5	53.1	60.8	-	-	-
TOTAL	86.5	77.4	81.8	86.7	78.0	82.2	78.4	58.3	68.0	83.0	72.9	77.7	83.3	73.6	78.2	73.2	49.7	61.1



Key message: Employment to population ratio in URT has declined from 77.4% in 2014 to 75.4% in 2020/21. The decline of the ratio, which measures ability of an economy to absorb labour, may in partly attributed to an expanding enrolment in education for working age population emanating from universal education currently implemented in Tanzania compared to the ability of the economy to produce jobs,

Policy implications on Labour Force Participation Rate (LFPR) and Employment to Population Ratio (EPR):

The Government initiatives to provide free education from primary to o-level secondary school has been a main attribute of declining LFPR and EPR, this will result in a much skilled labour force in the future, a move that the government and education stakeholders should embrace to yield a long-term benefit of improving general skills of the labour force. However, provision of education was not the only cause of decreasing LFPR and EPR; disability, sickness and off-season were also cited as the other causes of decreasing LFPR and EPR. Furthermore, majority of Tanzanians rely on agriculture as their main activity which is normally highly affected by seasonality.

As the economy matures, long term planning and forecasting are extremely important. High fertility rates in Tanzania calls for proper planning in terms of expansion of educational facilities and human resource at all levels and the economy which grows to accommodate new entrants in the market. If population continue grow at the current pace while the economy does not grow to create jobs, employment population ratio will continue to decrease.





8.0 HOURS OF WORK



The measurements related to working time gives an overall picture of the time that the employed persons spend in production of goods and services. Analysis of hours of work is done in terms of usual and current hours of work.

8.1 Usual Hours of Work

Table 8.1.1: Average Usual Hours of Work per Week; (National Definition)

Status	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Employees	65	59	63	66	59	63	60	48	56	65	58	63	65	59	63	61	46	57
Employers	71	64	69	71	64	69	65	51	63	70	66	69	70	67	69	67	52	64
Employers	60	52	57	60	52	57	58	42	50	59	49	55	59	50	55	57	41	50
Members of producer cooperative	0	0	0	0	0	0	0	0	0	58	48	56	58	52	56	60	31	51
Contributing family workers	45	45	45	45	45	45	30	31	31	47	43	44	47	43	44	35	32	33
Workers not classifiable by status (apprentice, intern etc)	0	0	0	0	0	0	0	0	0	56	46	52	55	47	52	61	37	51
TOTAL	58	49	54	58	49	54	57	42	51	58	48	53	58	48	53	58	41	51

Table 8.1.2: Average Usual Hours of Work per Week 15+ ILFS 2014 and 2020 (Relaxed Definition)

Status	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Employees	65	59	63	66	60	64	60	48	56	65	58	63	65	59	63	61	46	57
Employers	70	64	69	71	64	69	65	49	63	70	66	69	70	67	69	67	52	64
Own account workers	59	51	56	59	51	56	58	42	50	59	49	55	59	50	55	57	41	50
Members of producer cooperative	0	0	0	0	0	0	0	0	0	58	48	56	58	52	56	60	31	51
Contributing family workers	45	45	45	45	45	45	30	31	31	47	43	44	47	43	44	35	31	33
Workers not classifiable by status (apprentice, intern etc)	0	0	0	0	0	0	0	0	0	56	46	52	55	47	52	61	37	51
TOTAL	58	49	53	58	49	54	57	42	50	58	48	53	58	48	53	58	41	51



Key message: Table 8.1.1 indicates that, there is a slightly decrease in usual time spent at work from 54 hours in 2014 to 53 hours in 2020/21. The decrease in usual time at work between 2014 and 2020 is more noticeable for female than male. However, these working hours per week are consistent with the International Labour Organization standards (ILO) recommendations of 48 to 56 hours per week.

8.2 Current Hours of Work

Table 8.2.1: Average Current Hours of Work per Week 15+ (National Definition)

Status	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Employees	60	54	58	61	55	59	52	41	49	58	54	57	59	54	57	51	42	48
Employers	61	57	60	62	57	60	55	41	53	60	57	59	61	58	60	54	44	52
Own account workers	46	38	43	46	38	43	46	30	38	46	40	43	46	40	44	46	31	39
Members of producer cooperative	-	-	-	-	-	-	-	-	-	54	39	50	55	42	52	46	25	40
Contributing family workers	37	35	35	37	35	35	21	23	22	37	32	34	37	32	34	26	27	26
Workers not classifiable by status (apprentice, intern etc)	-	-	-	-	-	-	-	-	-	49	40	45	49	40	45	46	34	41
TOTAL	47	38	43	47	38	43	47	31	40	47	38	43	47	38	43	47	33	41

Table 8.2.2: Average Current Hours of Work per Week 15+ILFS 2014 and 2020 (Relaxed Definition)

Status	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Employees	60	54	58	61	54	58	51	41	48	58	54	57	59	54	57	51	42	48
Employers	61	56	60	62	57	60	55	39	53	60	57	59	61	58	60	54	44	52
Own account workers	44	36	40	44	36	41	45	29	37	46	40	43	46	40	44	46	31	39
Members of producer cooperative	-	-	-	-	-	-	-	-	-	54	39	50	55	42	52	46	25	40
Contributing family workers	37	34	35	37	35	35	21	23	22	35	31	33	35	31	33	26	27	26
Workers not classifiable by status (apprentice, intern etc)	-	-	-	-	-	-	-	-	-	49	40	45	49	40	45	46	34	41
TOTAL	46	37	42	46	37	42	47	31	40	47	38	42	47	38	42	47	33	41

Key Indicators: Table 8.2.1 indicates that, current hours of work for persons in employment spent almost the same time at work in both years 2014 and 2020/21 with averaging of 43 hours per week. The situation is slightly different in Zanzibar which shows an increase from 40% in 2014 to 41% in 2020/21.



Policy implications on hours spent at work: Generally, time spent at work in both years remains the same. However, women have been working less hours in both years 2014 na 2020/21(38 hrs) in comparison with 47 hours for male. For this reason, there is a need for policy interventions that will put enabling environment for women to spend longer hours at work. This could be achieved by adopting policy actions that will have impacts on alleviating work- load borne by women in child rearing and household keeping; and sustain other policy options for women empowerment. In addition, policies that focus on increasing labour productivity are important to complement hours of working. While workforce can work for required or recommended hours per week, low productivity may make the working hours less meaningful.





9.0 INFORMAL SECTOR

It is expressed as percentage of total employment, i.e. the ratio between the number of persons employed in the informal sector and the total number of employed persons. It shows the structure and distribution of employment between formal and informal economy.

Table 9.1: Percentage of the Total Employment in the Informal Sector 15+ (National Definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	9.8	8.5	9.1	9.5	7.9	8.7	27.6	32	29.6	20.4	18.9	19.6	20.2	18.5	19.4	28.2	41	33.6
Other Urban	36.2	43.2	39.7	36.3	42.8	39.6	44.1	60.7	50.7	47.8	57.1	52.5	48	57	52.5	46.2	60.1	51.9
DSM	53.4	72.5	61.5	53.4	72.5	61.5	-	-	-	56.6	68.4	62	56.6	68.4	62	-	-	-
TOTAL	21.1	22.8	22.0	21.0	22.4	21.7	34.4	41.9	37.7	28.6	30.3	29.4	28.4	29.9	29.1	36.2	49.4	41.7

Table 9.2: Percentage of the Total Employment in the Informal Sector; (Relaxed Definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	9.2	8.3	8.8	8.9	7.8	8.3	27.7	32.0	29.7	19.9	18.5	19.2	19.7	18.1	18.9	28.2	41.0	33.6
Other Urban	35.5	42.4	39.0	35.5	42.0	38.8	44.7	61.4	51.3	47.7	56.9	52.3	47.8	56.8	52.3	46.2	60.1	52.0
DSM	53.5	72.3	61.5	53.5	72.3	61.5	-	-	-	56.5	68.4	62.0	56.5	68.4	62.0	-	-	-
TOTAL	20.4	22.2	21.3	20.2	21.8	21.0	34.7	42.2	38.0	28.1	29.6	28.8	27.9	29.2	28.5	36.2	49.4	41.7

Key message: Table 9.1 shows that, in total, employment in the informal sector has increased from 22.0% in 2014 to 29.4% in 2020/21. Specifically, informal sector employment increased significantly in rural areas (from 9.1 in 2014 to 19.6 in 2020/2021) and other urban (from 39.7 to 52.5) while that one for DSM remained almost the same. In both years, informality rates for female are slightly higher than that of male.



Policy implications on informality: While informal sector remains important income source for majority of people who cannot be absorbed by the formal sector, its expansion in rural and other urban is of concern. In this regard, implementation of policies aimed at formalizing informal sector are crucial to guarantee operators' growth and economic development while expanding the tax base. Secondly, workers in the informal sector are likely to be exposed to vulnerable and precarious working conditions, such as limited social protection due to low earning and limited or no savings. For those in small businesses who depend on long walking to sell their products, their incomes reduce with age as the ability to walk reduce. Improving business environment to facilitate the formalization of informal sector in well-developed areas of operations, well-coordinated infrastructure for tax collection is critical. Furthermore, social protection policies should expand to include those in informal sector in terms of health insurance and form of old age pensions.





10.0 UNEMPLOYMENT RATE



Unemployment includes all persons who during a specified references period (e.g. one week) were; without work i.e. those who were not in paid employment or self-employment and were currently available for work. Unemployment rate provides the measure for the unused labour force of a country.

Table 10.1: Unemployment Rates; (National Definition)

Area		2014									2020/2021								
		URT			TZM			ZNZ			URT			TZM			ZNZ		
		M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Area	Rural	7.9	9.0	8.5	8.0	8.9	8.4	5.7	15.2	10.3	5.2	9.6	7.4	5.2	9.3	7.2	5.8	22.8	13.8
	Other Urban	7.5	13.6	10.7	7.2	12.5	9.9	14.1	40.3	26.8	5.4	16.0	11.0	4.6	14.6	9.9	15.6	37.0	26.0
	DSM	11.3	32.2	21.5	11.3	32.2	21.5				11.8	28.6	20.5	11.8	28.6	20.5			
	TOTAL	8.2	12.7	10.5	8.2	12.3	10.3	9.3	25.9	17.4	5.8	12.7	9.3	5.7	12.2	9.0	10.4	29.7	19.7
Education level	Never attended	8.1	11.0	10.0	8.3	10.9	10.0	4.6	12.7	9.7	4.5	7.1	6.1	4.5	7.0	6.1	3.1	12.9	9.4
	Primary Education	7.8	12.3	10.0	7.8	12.2	9.9	8.0	23.9	15.0	5.1	12.5	8.8	5.0	12.4	8.7	6.9	25.7	14.7
	Secondary Education	11.0	18.8	14.6	10.9	17.2	13.8	11.7	34.3	22.3	8.5	20.1	13.8	8.1	18.2	12.7	12.8	37.3	24.5
	Vocational Training	6.5	10.6	8.0	6.5	10.2	7.9	6.6	29.4	16.8	8.1	16.4	11.7	7.9	15.7	11.3	11.5	27.9	19.4
	Tertiary/Non University	5.2	5.6	5.4	5.1	4.5	4.9	7.2	17.5	13.0	9.5	14.1	11.4	8.9	13.4	10.7	22.3	21.0	21.6
	University	5.4	12.3	7.4	5.4	11.9	7.2	6.4	18.3	10.9	8.3	14.1	10.6	8.3	14.0	10.5	7.8	16.5	11.3
	TOTAL	8.2	12.7	10.5	8.2	12.3	10.3	9.3	25.9	17.4	5.8	12.7	9.3	5.7	12.2	9.0	10.4	29.7	19.7
Age	15 - 35	9.0	15.0	12.1	8.9	14.5	11.7	14.4	34.4	24.6	8.3	16.7	12.6	8.1	16.1	12.2	15.5	40.7	27.6
	36 - 64	6.9	9.3	8.1	7.0	9.2	8.1	3.6	15.2	9.0	2.9	8.4	5.6	2.9	8.1	5.5	4.7	18.2	11.3
	65+	9.3	12.4	10.7	9.3	12.5	10.8	6.0	6.9	6.4	2.4	2.7	2.5	2.4	2.7	2.5	2.7	4.6	3.4
	TOTAL	8.2	12.7	10.5	8.2	12.3	10.3	9.3	25.9	17.4	5.8	12.7	9.3	5.7	12.2	9.0	10.4	29.7	19.7





Table 10.2: Unemployment Rates by Area, Education Level and Age Group; (Relaxed Definition)

		2014									2020/2021								
		URT			TZM			ZNZ			URT			TZM			ZNZ		
		M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Area	Rural	1.8	3.3	2.5	1.7	3.1	2.4	3.0	12.1	7.5	2.3	4.8	3.5	2.2	4.4	3.3	5.8	22.7	13.7
	Other Urban	3.4	9.4	6.5	3.1	8.1	5.7	10.1	37.3	23.3	4.9	15.5	10.5	4.0	14.1	9.4	15.4	36.9	25.9
	DSM	9.7	31.2	20.2	9.7	31.2	20.2	-	-	-	11.8	28.5	20.4	11.8	28.5	20.4	-	-	-
	TOTAL	3.0	7.8	5.4	3.0	7.4	5.2	6.0	22.9	14.3	3.6	9.2	6.4	3.4	8.7	6.1	10.3	29.6	19.6
Education level	Never attended	1.0	3.5	2.7	1.0	3.3	2.5	2.0	9.8	6.9	2.4	3.6	3.2	2.4	3.4	3.1	3.1	12.8	9.3
	Primary Education	2.3	7.7	4.9	2.2	7.5	4.8	4.3	20.7	11.6	3.0	8.6	5.8	2.9	8.5	5.7	6.9	25.7	14.7
	Secondary Education	7.6	15.8	11.3	7.5	14.2	10.6	8.2	30.9	18.8	5.7	17.7	11.2	5.0	15.6	9.8	12.7	37.2	24.4
	Vocational Training	4.0	8.9	5.8	4.0	8.4	5.7	5.4	29.0	15.9	6.0	16.4	10.5	5.7	15.7	10.1	11.5	27.9	19.4
	Tertiary/Non University	3.5	4.4	3.9	3.3	3.3	3.3	6.0	16.7	12.0	8.4	13.5	10.5	7.7	12.8	9.7	22.3	20.7	21.4
	University	4.2	11.3	6.2	4.2	10.9	6.0	5.2	18.1	10.1	7.1	13.7	9.7	7.0	13.5	9.6	7.8	16.5	11.3
	TOTAL	3.0	7.8	5.4	3.0	7.4	5.2	6.0	22.9	14.3	3.6	9.2	6.4	3.4	8.7	6.1	10.3	29.6	19.6
Age	15 - 35	4.7	10.9	7.9	4.5	10.4	7.5	10.4	31.5	21.3	4.5	12.4	8.5	4.2	11.6	8.0	15.4	40.6	27.4
	36 - 64	1.0	4.1	2.5	1.0	3.9	2.4	1.0	12.0	6.1	2.5	5.8	4.1	2.4	5.4	3.9	4.7	18.1	11.3
	65+	1.3	0.9	1.1	1.3	0.9	1.1	3.7	3.4	3.6	2.3	1.9	2.1	2.3	1.9	2.1	2.7	4.6	3.4
	TOTAL	3.0	7.8	5.4	3.0	7.4	5.2	6.0	22.9	14.3	3.6	9.2	6.4	3.4	8.7	6.1	10.3	29.6	19.6

Key Issue: Table 10.1 indicates that, unemployment rate in URT has declined from 10.5% in 2014 to 9.3% in 2020/21 although unemployment increased among vocational training, tertiary non university and university. Furthermore, unemployment rate for female in both periods is almost twice than that of male in 2020/21 (12.7%, 5.8% respectively). It is further revealed that, for both periods unemployment rate is highest for persons aged 15-35.

Policy Implication: While in general, unemployment has decline, the higher rates of unemployment among youths aged 15- 35 should be an issue of concerns as they are the majority who enters the labour markets every year and they are energetic to work. Aligning sectoral policies to ensure that youth unemployment is addressed should key in the implementation of the Five-Year Development Plan III.





11.0 YOUTH UNEMPLOYMENT

Two definitions of youth have been used in this booklet: Persons in the age group 15-24 years have been used for comparison with other countries; the other age group (15-35 years) is in accordance with the national definition of youth.

Table 11.1: Youth (15-24yrs) Unemployment Rates (National Definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	8.5	9.8	9.1	8.4	9.4	8.9	12.1	27.2	19.4	10.9	14.3	12.6	10.9	13.8	12.3	14.0	40.1	25.4
Other Urban	13.4	22.2	18.2	12.5	20.8	17.0	36.9	62.4	50.0	11.7	24.4	18.7	10.1	22.2	16.8	30.5	54.8	42.8
DSM	35.7	47.1	42.4	35.7	47.1	42.4	-	-	-	28.2	39.1	35.1	28.2	39.1	35.1	-	-	-
TOTAL	11.5	16.7	14.2	11.3	16.1	13.7	21.1	41.1	30.9	11.9	18.3	15.2	11.7	17.6	14.7	21.2	47.5	33.6

Table 11.2: Youth (15-24yrs) Unemployment Rate (Relaxed Definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	4.0	4.8	4.4	3.9	4.4	4.1	8.0	23.9	15.7	3.2	6.8	5.0	3.0	6.3	4.6	13.9	40.0	25.3
Other Urban	9.3	18.3	14.2	8.4	16.7	12.9	31.0	59.8	45.8	10.2	23.1	17.3	8.4	20.9	15.4	29.8	54.5	42.3
DSM	33.3	45.7	40.6	33.3	45.7	40.6	-	-	-	28.2	38.8	34.9	28.2	38.8	34.9	-	-	-
TOTAL	7.3	12.3	9.8	7.0	11.7	9.4	16.4	38.0	27.0	5.6	12.7	9.2	5.1	11.8	8.5	20.9	47.4	33.3

Table 11.3: Youth Unemployment Rates (15-35yrs) (National Definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	7.7	9.0	8.4	7.7	8.7	8.2	8.6	21.5	15.1	7.7	12.5	10.1	7.6	12.1	9.8	9.5	34.6	21.2
Other Urban	9.0	17.3	13.5	8.4	15.9	12.4	22.4	50.9	37.2	7.3	21.7	15.1	6.1	20.0	13.7	22.2	46.6	34.2
DSM	16.6	39.4	28.8	16.6	39.4	28.8	-	-	-	15.8	34.1	26.1	15.8	34.1	26.1	-	-	-
TOTAL	9.0	15.0	12.1	8.9	14.5	11.7	14.4	34.4	24.6	8.3	16.7	12.6	8.1	16.1	12.2	15.5	40.7	27.6



Table 11.4: Youth (15-35 yrs) Unemployment Rates; (Relaxed Definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	2.7	4.4	3.6	2.7	4.1	3.3	5.2	18.6	11.9	2.7	6.4	4.5	2.6	5.8	4.2	9.5	34.5	21.1
Other Urban	5.3	13.0	9.5	4.7	11.6	8.4	17.6	48.2	33.6	6.5	20.9	14.4	5.3	19.3	12.9	21.8	46.5	34.0
DSM	14.9	38.4	27.4	14.9	38.4	27.4	-	-	-	15.7	34.0	26.0	15.7	34.0	26.0	-	-	-
TOTAL	4.7	10.9	7.9	4.5	10.4	7.5	10.4	31.5	21.3	4.5	12.4	8.5	4.2	11.6	8.0	15.4	40.6	27.4

Table 11.3 reveals that, despite the general decrease of unemployment rate, youth aged 15-35 yrs unemployment rate in URT has increased from 12.1 % in 2014 to 12.6% in 2020/21. Highest youth unemployment rate in both periods is observed in Zanzibar at 24.6% in 2014 and 27.6 in 2020/21.

Policy implications on general and youth unemployment: A lot of efforts have been adopted to address unemployment; recently there have been huge investments in construction of infrastructural projects and social amenities. Such efforts have had positive impacts in reducing unemployment between 2014 and 2020/21. However, sustained investments in labour-intensive industries such as manufacturing; service and agriculture will help absorbing more labour force in employment and thus combating both general and youth unemployment. This can be facilitated by provision of important inputs to enhance youth employability, such as labour market related skills and access to financial services. Therefore, the government should:

- Ensure conducive macro-economic environment to attract more direct investment to employment potential sectors. eg manufacturing
- Strengthen enabling environment for promoting and encouraging the private sector and other employment stakeholders to allocate and direct a sizeable proportion of total investment resources to sector with the greatest labour absorbing potentials.
- Ensure a robust Labour Market Information System that adequately inform planning and decision-making process.
- Ensure employability skills to youth by providing both soft and hard skills needed in the labour market.



12.0 LONG TERM UNEMPLOYMENT



Long term unemployment measures the duration of unemployment (one year or more), that is, the length of time that an unemployed person has been without work, available for work and looking for a job.

Table 12.1a: Incidence of Long – Term Unemployment, Person 15+

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	74.0	40.5	49.1	73.6	37.4	46.8	79.3	76.6	77.2	30.3	37.8	35.3	29.5	36.6	34.2	43.3	49.3	47.9
Other Urban	51.6	81.1	71.1	48.4	80.5	69.0	79.7	83.9	83.0	48.0	49.8	49.4	45.1	47.3	46.9	57.5	63.7	61.8
DSM	70.9	70.6	70.7	70.9	70.6	70.7	-	-	-	46.0	59.5	55.8	46.0	59.5	55.8	-	-	-
TOTAL	64.1	65.0	64.7	63.2	63.6	63.5	79.6	81.7	81.3	39.4	48.3	45.8	38.1	47.4	44.8	53.3	58.1	56.7

Table 12.1b: Long Term Unemployment, Person 15+

Area	2014									2020-2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	0.9	1.5	1.2	0.9	1.3	1.1	2.4	9.3	5.8	0.7	1.8	1.2	0.6	1.6	1.1	2.5	11.2	6.6
Other Urban	2.4	6.9	4.8	2.2	5.9	4.1	8.0	31.3	19.4	2.3	7.7	5.2	1.8	6.7	4.4	8.9	23.5	16.0
DSM	6.8	22.0	14.3	6.8	22.0	14.3				5.4	17.0	11.4	5.4	17.0	11.4			
Total	2.0	5.1	3.5	1.9	4.7	3.3	4.8	18.7	11.6	1.4	4.5	3.0	1.3	4.1	2.7	5.5	17.2	11.1

Table 12.1a shows that, the long-term unemployment rate among the unemployed has decreased from 64.7% in 2014 to 45.8 in 2020/2021. This depicts that the time spent by the unemployed looking for job has decreased. This is the results of various government programmes aimed at increasing skills and implementation of citizen enabling funds.



13.0 UNDEREMPLOYMENT



The number of employed persons who worked less than normal working hours (40 hours) per week but are willing and available for more work.

Table 13.1: Percentage of the Time Related Underemployed Persons 15+ (National Definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	13.7	13.0	13.4	13.7	13.1	13.4	11.3	10.4	10.9	13.8	8.5	11.2	13.8	8.4	11.2	12.7	12.5	12.6
Other Urban	9.4	11.0	10.2	9.4	10.8	10.1	8.6	16.4	11.7	11.5	12.2	11.8	11.0	11.6	11.3	18.5	22.4	20.1
DSM	5.0	6.5	5.6	5.0	6.5	5.6	-	-	-	6.5	8.6	7.5	6.5	8.6	7.5	-	-	-
TOTAL	11.7	11.9	11.8	11.7	11.9	11.8	10.2	12.5	11.2	12.7	9.2	11.0	12.7	9.1	10.9	15.3	16.8	15.9

Table 13.2: Percentage of the Time Related Underemployed Persons 15+ (Relaxed Definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	16.0	14.6	15.3	16.1	14.6	15.3	12.1	11.0	11.6	15.6	11.4	13.5	15.6	11.4	13.5	12.7	12.5	12.6
Other Urban	10.7	12.4	11.6	10.7	12.3	11.5	9.3	16.8	12.3	11.8	12.6	12.2	11.4	12.1	11.8	18.7	22.5	20.2
DSM	5.3	6.8	5.9	5.3	6.8	5.9	-	-	-	6.6	8.8	7.6	6.6	8.8	7.6	-	-	-
TOTAL	13.5	13.4	13.5	13.6	13.4	13.5	11.0	13.0	11.9	14.1	11.4	12.8	14.1	11.3	12.7	15.4	16.9	16.0

Table 13.1 indicates that, generally, there is a decrease in underemployment rates in URT from 11.8% in 2014 to 11.0% in 2020/21, whereas a significant decrease is realized among female (from 11.9% in 2014 to 9.2% in 2020/21) while male rates has increased from 11.7% in 2014 to 12.7% in 2020/21.

Policy Implication: Decreasing rate of underemployment partially shows an expanding ability of the economy to generate more jobs for those who were working less than 40 hours and prefer working more hours. Promotion investment, including Foreign Direct Investment (FDI), easy access to credit among others will enable the economy to continue expanding and generate more work for people who need to work more hours.



14.0 INACTIVITY RATE

This indicator shows the proportion of persons in the working age who are neither employed nor unemployed. The group includes retirees, patients, disabled persons, full-time school attenders or those with responsibilities of caring for the needy.

Table 14.1: Inactivity Rates 15+ Years

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	8.1	12.5	10.3	7.9	12.3	10.2	12.8	19.7	16.3	11.9	18.0	15.1	11.8	17.8	14.9	15.4	28.7	22.2
Other Urban	13.6	18.3	16.1	13.2	17.7	15.6	21.1	30.0	25.7	17.1	22.4	20.0	16.8	21.8	19.6	20.1	29.4	24.9
DSM	18.7	28.5	23.8	18.7	28.5	23.8	-	-	-	21.2	25.7	23.6	21.2	25.7	23.6	-	-	-
TOTAL	10.8	16.0	13.5	10.6	15.8	13.3	16.6	24.4	20.6	13.9	19.7	16.9	13.7	19.4	16.7	17.7	29.1	23.5

Table 14.1 indicates that, inactivity rates have increased from 13.5% in 2014 to 16.9% in 2020/21, and it has been caused by an increase in both females' inactivity rates to 19.7% in 2020/21 from 16.0% in 2014 and males' inactivity rates to 13.9% in 2020/21 from 10.8% in 2014.

Policy implication on inactivity rates: Findings indicate larger inactivity rates for female than male. Further analysis reveals that, inactivity rate could also be attributed to more students being in full time education. This could be resolved by policy actions for women empowerment especially in improving women access to credits, skills, markets and social norms prohibiting them from work. The following strategies are critical:

- The government should strengthen national economic empowerment strategies for women.
- The government should devise proper mechanism that will attract participation of labour force in economic activities.
- The government should improve education curricula that will enable students to acquire appropriate skill needed for future Labour Market.



15.0 EDUCATION ATTAINMENT AND ILLITERACY



This indicator reflects the level and distribution of the knowledge and skills base of the labour force i.e. human capital formation which is essential for development in general. Illiteracy exposes employees into low income and general poor working conditions of which a country must eliminate.

Table 15.1: Percentage of Labour Force 15+ Years by Education Level, Area and Sex

Education level	2014									2020/21								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Never Attended	11.2	21.2	16.2	11.2	21.2	16.2	12	21	16.4	11.8	19.3	15.6	12	19.5	15.8	7.1	14.1	10.5
Primary Education	66.4	61.9	64.1	67.4	62.8	65.1	30.6	25.5	28.1	64.8	62.1	63.4	65.8	63.2	64.5	29.3	22.7	26.1
Secondary Education	15.1	12.5	13.8	14.2	11.6	12.9	49.2	45.2	47.2	18.1	14.9	16.5	17	13.8	15.4	54	53.9	53.9
Vocational Training	3.6	2.1	2.9	3.6	2.1	2.9	2.1	1.7	1.9	1.5	1.2	1.3	1.5	1.1	1.3	2.4	2.4	2.4
Tertiary non University	2.0	1.6	1.8	1.9	1.5	1.7	3.8	5.1	4.4	1.6	1.1	1.4	1.6	1.1	1.3	2.8	3.6	3.2
University	1.8	0.7	1.2	1.7	0.7	1.2	2.4	1.6	2.0	2.2	1.4	1.8	2.1	1.3	1.7	4.5	3.2	3.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 15.2: Percentage of Illiterate Persons 15+ Years in the Labour Force by Area and Sex

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	19.1	33.7	26.4	19.1	33.8	26.5	16.7	29.8	23.1	18.2	27	22.6	18.3	27.2	22.7	11.8	21.4	16.3
Other Urban	5.2	12.1	8.8	5.3	12.3	8.9	3.4	6.8	5.0	3.9	9.9	7.0	4.1	10.2	7.3	1.5	4.7	3.0
DSM	1.8	5.3	3.5	1.8	5.3	3.5	-	-	-	1.1	2.0	1.5	1.1	2.0	1.5	-	-	-
TOTAL	13.7	24.9	19.4	13.7	25.1	19.5	10.9	20	15.3	13.9	21.1	17.6	14.1	21.3	17.8	6.9	13.3	9.9



Table 15.2 shows a decrease in the proportion of illiterate population in the total population from 20.0% in 2014 to 17.8% in 2020/21. The findings also reveal that, the proportion is larger for female than male. With regard to the labour force, the proportion of illiterate population has decreased to 17.6% in 2020/21 from 19.4% in 2014 (Table 15.3).

Policy implications on education levels and illiteracy rates: Free basic education has played a vital role in decreasing illiteracy rate. After a general decline in illiteracy rates, the government and stakeholders should set up the follow-up policy interventions to impart the work force with knowledge and skills including vocational skills beyond ability to read and write. Skilled workforce is important for enhancing employability and productivity.





16.0 AVERAGE DIRECT WAGES AND SALARIES



Table 16.1: Average Direct Wages and Salaries of Paid Employees 15+ (National definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	231,475	251,484	236,344	230,434	254,614	236,315	252,331	189,455	236,919	327,905	298,066	319,545	326,872	297,613	318,629	363,531	319,524	353,760
Other Urban	331,673	237,990	296,584	329,986	236,656	294,694	354,952	261,732	325,083	416,347	386,405	405,800	416,669	389,384	407,065	412,919	355,173	392,407
DSM	472,623	321,635	418,392	472,623	321,635	418,392	-	-	-	580,004	528,062	560,434	580,004	528,062	560,434	-	-	-
TOTAL	328,741	264,927	307,872	329,452	265,940	308,585	313,122	238,493	291,359	396,885	378,469	390,992	397,008	379,728	391,471	393,893	346,436	379,197

Table 16.2: Average Direct Wages and Salaries of Paid Employees 15+ (Relaxed Definition)

Area	2014									2020/2021								
	URT			TZM			ZNZ			URT			TZM			ZNZ		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Rural	228,715	245,386	232,809	227,619	248,283	232,695	250,447	187,622	235,077	327,466	298,652	319,356	326,432	298,219	318,447	363,531	319,524	353,760
Other Urban	326,277	234,581	292,197	324,731	233,319	290,427	347,612	257,098	318,895	416,098	386,405	405,645	416,397	389,384	406,895	412,919	355,173	392,407
DSM	470,508	318,024	415,823	470,508	318,024	415,823	-	-	-	579,509	528,062	560,138	579,509	528,062	560,138	-	-	-
TOTAL	325,118	260,626	304,054	325,894	261,618	304,797	308,228	234,722	286,942	396,095	378,089	390,328	396,185	379,323	390,777	393,893	346,436	379,197

Table 16.1 indicates an increase in nominal wages and salaries in URT from TZS 307,872 in 2014 to TZS 390,992 in 2020/21. Male-female comparison indicates, male have higher wages and salaries in both period than female (TZS 328,741 vis -a -vis TZS 264,927 in 2014 and TZS 396,885 vis a vis TZS 378,469 in 2020/21)

Policy implications: An increase in average earnings for paid employees between 2014 and 2020/21 is positive sign of improvement in well-being among citizens. Moving forward, policies should focus on continuously increasing skills that enhance productivities and increase domestic labour competitiveness to incentivize private sector investment and reducing dependence of foreign employees who are highly paid. Indeed, domestic skilled labour availability is one of the indicators to attract private investment.



INTEGRATED LABOUR FORCE SURVEY 2020/21
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ACRONYMS

- T** Total
- URT** United Republic of Tanzania
- F** Female
- M** Male
- TZM** Tanzania Mainland
- ZNZ** Zanzibar

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