



The United Republic of Tanzania



FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY, 2015

TANZANIA MAINLAND



National Bureau of Statistics
Ministry of Finance
October, 2016

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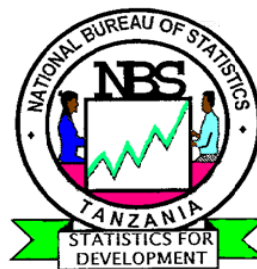
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FOREWORD

This report presents results of the 2015 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 2015 and enquired about the status of employment and earnings with reference to 30th June 2015. 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 eleventh after the 2001 EES.

The main objective of this survey is to provide information relating to status of employment and earnings. The survey was designed such that its results could be used in estimating the labour market indicators for use in 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. I would like to recognize the efforts of the Department of Field Operations, particularly the Central Register of Establishments (CRE) unit and the Regional Statistical Offices. In addition, I would like to thank the International Labour Organisation (ILO) for their financial support during the data processing and report writing. Further, I would like to extend my gratitude to respondents, particularly employers who supplied the requested information. The National Bureau of Statistics (NBS) looks forward to their continuing cooperation and support in future surveys.

I would also like to express my sincere appreciation to all persons who participated in this exercise, particularly Ephraim Kwesigabo, Director for Social Statistics and Population Census and Ruth Minja, Labour and Price Acting Manager for managing properly this survey with joint technical support from Muhiddin Mtindo, Principal Statistician; James Mbongo, Senior Statistician; Paskas Sawaki, Senior Statistician; Opiyo Mamu, Statistician; Hashim Njowe, Statistician; Saruni Njipay, Statistician; Philbert Mrema, Statistician and David Mwaipopo, Statistician for their dedication and commitment which led to successful completion of the survey and writing this report.

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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ABBREVIATIONS

NBS	National Bureau of Statistics
ILO	International Labour Organisation
EAC	East African Community
EES	Employment and Earning Survey
ISIC	International Standard Industrial Classification of All Economic Activities
TZS	Tanzania Shilling
CRE	Central Register of Establishment
PPS	Probability Proportion to Size

EXECUTIVE SUMMARY

This section presents brief and key information on the EES 2015 findings as presented from chapter two up to chapter seven of this report. The detailed information can be obtained from specific chapters namely; Employment Profile, Wage Rate Profile, Cash Earnings Profile, Annual Wage Bill Profile, Number of Newly Recruited Workers and Existing Job Vacancies.

The Employment Profile:

During 2015 the EES found out that 2,334,969 persons were employed in formal sector establishments in Tanzania Mainland as compared to 2,141,351 observed in 2014, which is an increase of 9.0 percent over a period of one year. Out of those persons, 766,803 were employed in public sector and 1,568,165 were employed in private sector which had almost twice as much as the public sector. The share of males was 63.0 percent and that of females was 37.0 percent. The number of regular employees was 2,060,013 while that of casual workers was 274,956.

Regular employees constituted 88.2 percent of total employment while casual workers accounted for only 11.8 percent. Out of the total regular employees, adult employees aged 36 and above years accounted for 68.7 percent which is almost twice as much as the proportion of total regular youth employees that is those of age 15-35 years with 31.3 percent. Within casual workers, employment in private sector accounted for a higher proportion of 95.8 percent compared to the public sector with only 4.2 percent.

Education industry led by having the largest share of total employment which increased from 17.1 percent in 2014 to 19.6 percent in 2015. Manufacturing industry ranked second with a share of 18.1 percent of total employment in 2015, which decreased from 19.8 percent recorded in 2014. Real estate activities industry had the smallest share of only 0.2 percent of total employment.

Distribution by region shows that Dar es Salaam continued to dominate with the largest share of 30.6 percent, followed by Morogoro with 11.5 percent. The shares of Dar es Salaam and Morogoro regions had decreased from 33.6 and 12.1 percent attained in 2014 respectively.

The Wage Rates Profile

The EES 2015 results reveal that the majority of employees 24.7 percent earned monthly wages of from TZS 300,001 to TZS 500,000. The majority of private sector employees (17.3 percent) earned monthly wages of from TZS 150,001 to 300,000 while in the public sector the majority of employees 13.7 percent earned monthly wages of from TZS 300,001 to 500,000. Regarding sex differentials, the majority of both male and female employees (24.7 percent each) earned monthly wages of from TZS 300,001 to TZS 500,000.

The findings also reveal that Financial and insurance activities industry had the largest proportion of employees (27.8 percent) earning above TZS 1,500,000 followed by mining and quarrying industry (5.9 percent). Furthermore results show that, the majority of adult employees (21.9 percent) of aged 36 years and above received monthly wages of from TZS 500,001 - 900,000 while that of youth employees of age 15-35 years (36.1 percent) receive monthly wages of from TZS 300,001 to 500,000.

The Cash Earnings Profile

The EES 2015 results indicates that, monthly average cash earnings for employees in formal sector shows a slight increase from TZS 400,714 in 2014 to TZS 403,729 in 2015. It is further revealed that, overall monthly average cash earnings for employees in the public sector is about three times (TZS 1,063,064) as much as those earned in the private sector accounted for TZS 353,589.

Within the regular employees the findings observed that, parastatal organizations has the highest monthly average cash earnings with TZS 1,793,738 as compared to subsectors of employment, followed by central and local government with TZS 1,006,559. On the other hand, the private profit making institutions had the lowest monthly average cash earnings with TZS 349,744.

It is also observed that financial and insurance activities industry had the highest monthly average cash earnings which with TZS 1,198,224 in 2015 followed by electricity, gas, steam and air conditioning supply industry which had TZS 1,020,571. Public administration and defense; compulsory social security industry ranked third with monthly average cash earnings with TZS 997,058.

The findings shows that, there was a significant increase of the annual cash earnings from TZS 13,772,965 million in 2014 to TZS 19,039,721 million in 2015 indicating an increase of 27.7 percent. Across all industries, the highest annual cash earnings earned in education industry with TZS 4,476,688 million, followed by manufacturing with TZS 2,768,935 million while public administration and defense; compulsory social security industry earns TZS 2,543,031 million.

The Annual Wage Bills Profile

The total annual wage bill increased from 13,934 TZS Millions in 2014 to 17,601 TZS Millions in 2015. Annual wage bill in private sector is slightly higher with 8,987 TZS Millions while in public sector observed 8,614 TZS Millions.

Education and Public administration and defense; Compulsory social security industries had the first and second largest proportions of annual wage bill in 2015 with 24.9 and 17.5 respectively. On the other hand, Real estate activities and Arts, entertainment and recreation industries had the lowest annual wage bills in 2015 with proportions of 0.2 and 0.3 percent respectively.

The regional distribution shows that, Dar es Salaam dominate have the largest annual wage bill with 6,426 TZS Millions, which had increased from 5,525 TZS Millions in 2014. Morogoro and Arusha regions had second and third largest annual wage bills in 2015 with 1,509 and 957 TZS Millions respectively.

Number of Newly Recruited Workers

The survey reveals that the total number of newly recruited workers was 102,672 of whom 67,654 employees filled newly created posts and 35,018 employees filled existing vacancies. Among newly recruited employees there were more male employees (56,988) than female employees (45,684). The public sector had more new recruits with 56,072 compared to private sector with 46,601 employees.

With regard to occupations, technicians and associate professionals had the largest number of newly recruited employees with 48,377 in 2014/15 followed by professionals (21,400) and service workers and shop sales workers with 11,374 employees. The findings further reveal that out of the total number of newly recruited employees in 2014/15, 26,382 (25.7 percent) attained tertiary university education .The majority of newly recruited workers were Tanzanians whose number was 102,157 (99.5 percent) while of newly recruited workers non-citizens were 500 (0.5 percent).

Existing Job Vacancies

The results reveal that there were 135,694 job vacancies in the formal sector in 2014/15, of which Technicians and associate professionals had the largest number of 72,950. Professionals had the second largest number of vacancies which was 30,880 followed by Service workers and shop sales workers with 14,472 vacancies.

Education industry (47,256 vacancies) had the largest number of vacancies followed by Public administration and defense; compulsory social security with 46,067 vacancies. Human health and social work activities industry was third and had 23,668 vacancies. With regards to level of education, Teacher's Education/College had the largest number of vacancies with 46,368 vacancies, followed by Tertiary Non University with 26,974 vacancies.

KEY FINDINGS

Indicators		2014	2015
1.	Employment		
1.1	Total employment	2,141,351	2,334,969
	Adult Male	*1,315,723	*1,043,215
	Adult Female	*758,023	*570,725
	Youth Male	*39,912	*433,590
	Youth Female	*27,693	*287,439
1.2	Employment by sector		
	Private Sector	1,432,985	1,568,165
	Profit Making Institutions	1,187,554	1,248,841
	Non-profit Making Institutions	221,862	288,844
	Cooperatives	23,569	30,480
	Public Sector	708,366	766,803
	Central and Local Government	653,503	725,262
	Parastatal Organizations	54,862	41,541
1.3	Total Employment by Category of Employment		
	Regular Employees	1,781,900	2,060,013
	Casual Employees	359,451	274,956
1.4	Regular Employment by Citizenship		
	Citizen	1,762,408	2,040,925
	Non-citizen	19,492	19,088
1.5	Employment for Selected Industries		
	Agriculture, forestry and fishing	117,708	136,739
	Mining and quarrying	24,519	30,259
	Manufacturing	423,081	422,108
	Construction	51,398	58,358
	Transportation and storage	65,815	63,596
	Education	366,125	457,070
1.6	Employment for selected Regions		
	Dar es Salaam	720,480	715,229
	Morogoro	259,749	268,871
	Arusha	134,641	164,693
	Kilimanjaro	102,593	128,057
	Mbeya	103,302	119,586
	Lindi	27,813	28,417
	Tanga	91,581	110,063
2.	Monthly Wage Rate		
2.1	Distribution of Citizen Employees by Sector and Wage Rates		
	Private Sector		
	Up to TZS 500,000	859,829	1,017,162
	TZS 500,001 – 1,500,000	176,597	226,119
	Above TZS 1,500,000	37,341	42,565
	Public Sector		
	Up to TZS 500,000	335,882	322,869
	TZS 500,001 – 1,500,000	328,491	393,660
	Above TZS 1,500,000	28,766	38,549

3.	Cash Earnings	13,772,965	19,039,721
3.1	<i>Annual Cash Earnings (TZS Million) by Sector</i>		
	Both Sectors	13,772,965	19,039,721
	Private Sector	7,971,472	11,177,000
	Public Sector	5,801,493	7,862,721
3.2	<i>Monthly Average Cash Earnings (TZS) by Sector and Sex</i>		
	<i>Private (Both Sexes)</i>	334,017	353,589
	Male	358,989	373,704
	Female	325,975	366,590
	<i>Public (Both Sexes)</i>	829,857	1,063,064
	Male	854,022	1,097,990
	Female	755,308	957,816
3.3	<i>Monthly Average Cash Earnings per Employee (TZS) for Selected Industries</i>		
	Public administration and defense; compulsory social security	820,034	997,058
	Education	523,328	566,674
	Human health and social work activities	425,678	441,489
	Professional, scientific and technical activities	922,730	960,465
4.	Annual Wage Bill	13,934,332	17,547,984
4.1	<i>Total Annual Wage Bill (TZS Millions) by sector</i>		
	Both Sectors	13,934,332	19,092,492
	Private Sector	8,043,248	11,215,808
	Public Sector	5,891,084	7,876,683
5.	Recruitment of New Workers		
5.1	<i>Total Newly Recruited Workers</i>	93,899	102,672
5.2	<i>Newly Recruited Workers by Occupation</i>		
	Legislators, administrators and managers	7,742	3,471
	Professionals	58,715	21,400
	Technicians and Associate professionals	138,505	48,377
	Plant and machine operators and assemblers	14,520	4,848
	Clerks	11,033	3,445
5.3	<i>Newly Recruited Workers by Level of Education</i>		
	Tertiary University	66,215	26,382
	Tertiary Non-University	39,893	11,158
	Teacher Education / college	90,390	26,163
	Vocational Education	21,436	10,241
	Secondary Education	29,594	17,298
	Primary Education	34,170	10,749
5.4	<i>Newly Recruited Workers for Selected Regions</i>		
	Dar es Salaam	57,639	15,445
	Morogoro	15,113	7,276
	Arusha	14,050	2,773
	Kilimanjaro	14,179	9,755
	Mbeya	21,760	7,993
	Mtwara	6,014	698
6.	Job Vacancies		
6.1	<i>Total Number of Vacancies</i>	174,149	135,694

6.2	<i>Job Vacancies by Occupation</i>		
	Legislators, administrators and managers	9,406	4,803
	Professionals	30,990	30,880
	Technicians and associate professionals	103,277	72,950
	Service workers and shop sales workers	5,471	14,472
	Clerks	6,292	3,776
6.3	<i>Number of Job Vacancies by Qualification/Skill Required</i>		
	Education training	49,276	50,517
	Agriculture, forestry & fishery programs	24,483	17,277
	Medicine and health related programs	29,474	25,821
	Commercial, clerical, business and public administration	18,254	10,863
6.4	<i>Number of Job Vacancies by Work Experience Required</i>		
	No Work Experience Required	139,791	112,953
	1-2 years	27,644	17,086
	3-4 years	4,574	4,140
	5 or more years	2,140	1,516
6.5	<i>Number of Job Vacancies by Reason</i>		
	Fell vacant/ Replacement	68,192	22,582
	Unfilled Post	88,927	-
	New Position	17,029	113,112

NOTE:

- *In 2014 EES Youth Employees were those aged 15 – 24 Years while in 2015 EES youth employees were those aged 15 – 35 years*
- *In 2014 EES Adult Employees were those aged 25 years and above while in 2015 EES adult employees were those aged 36 years and above*

CHAPTER ONE

CONCEPTS, DEFINITIONS AND SURVEY METHODOLOGY

1.1. 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.

1.2. Background

The 2015 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 lack of financial resources, these surveys were suspended after 1984. However in 2001, the employment and earnings surveys resumed and continued except for two years; 2008 and 2009. Reports for 2001, 2002, 2005-2007, 2010-2011, 2012, 2013 and 2014 were published and are available both on the National Bureau of Statistics website and in its library.

1.3. Objectives of the Survey

The main objective of the 2015 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.

1.4. Scope

The term scope as far as Employment and Earnings Survey is concerned refers to the type, economic activity 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.

1.5. Concepts and Definitions

1.5.1 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.

1.5.2 Regular Employee

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

1.5.3 Casual Workers

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

1.5.4 Youth Persons

The term *youth persons*, for the purpose of this survey, refer to all persons of age 15 to 35 years.

1.5.5 Wage Rate

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

1.5.6 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 fund. 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.

1.5.7 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.

1.5.8 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.

1.5.9 Paid Leave

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

1.5.10 Maternity Leave

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

1.5.11 Free Ration

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

1.5.12 Social Security Fund

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

1.5.13 Public Sector

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

1.5.14 Private Sector

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

1.5.15 Industrial Classification

The 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:-

1.5.15.1 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.

1.5.15.2 Mining and Quarrying

The term *mining and quarrying* includes the extraction of minerals occurring naturally as solids (coal and ores), liquids (petroleum) or gases (natural gas). This industry 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.

1.5.15.3 Manufacturing

This industry includes the 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.

1.5.15.4 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. Also included is the provision of steam and air conditioning supply.

1.5.15.5 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.

1.5.15.6 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.

1.5.15.7 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. Also included in this industry are the repair of motor vehicles and motorcycles.

1.5.15.8 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.

1.5.15.9 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.

1.5.15.10 Information and Communication

This industry includes the production and distribution of information and cultural products, the provision of the 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.

1.5.15.11 Financial and Insurance Activities

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

1.5.15.12 Real Estate Activities

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

1.5.15.13 Professional, Scientific and Technical Activities

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

1.5.15.14 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.

1.5.15.15 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.

1.5.15.16 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.

1.5.15.17 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.

1.5.15.18 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.

1.5.15.19 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.

1.5.15.20 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.

1.5.15.21 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 .

1.6 Survey Methodology and Estimation Procedure

1.6.1 The Sample Design

The Employment and Earnings Survey of 2015 is an establishment based survey covering a total of 9,193 establishments from a frame of 59,779 establishments. This frame consists of all public establishments and private establishments employing 5 employees 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 2015 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).

1.6.2 Data Collection

Data were collected using questionnaires delivered to the selected establishments through regional statistical offices in Tanzania Mainland. The data collected include; identification of establishments, characteristics of regular and casual employees, 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.

1.6.3 The Response Status

Response rates for 2015 EES were computed based on the number of selected establishments and the number of establishments that responded to the survey. Out of 10,993 selected establishments, 9,193 establishments responded to the survey, giving a response rate of 83.6 per cent. This indicates that about 1,800 selected establishments equivalent to 16.4 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, 2015

Sector	Employment Size	Number of Establishments		Response Rate
		Selected	Responded	
Private	5 - 9	2,762	2,565	92.9
	10 - 49	4,006	2,832	70.7
	50 +	1,138	992	87.1
	Sub Total	7,906	6,389	80.8
Public	5 - 9	1,547	1,427	92.2
	10 - 49	744	660	88.7
	50 +	795	717	90.2
	Sub Total	3,087	2,804	90.8
Grand-Total		10,993	9,193	83.6

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

2.1 Introduction

Discussion on employment occupies a high position on the social, economic and political agenda in the world. 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 presents characteristics of employment in the formal sector in Tanzania Mainland in terms of sector, employment category, disability, age group, citizenship, industry and region. A comparison with the 2014 results is made wherever possible.

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

This section presents the characteristics of employed persons in terms of sector, category of employment, age group, disability and sex. Category of employment comprises regular and casual employees while age group comprises adult (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, 2014 and 2015

Category of Employment	2014				2015			
	Private	Public	Total	Percent	Private	Public	Total	Percent
Regular	1,088,542	693,358	1,781,900	83.2	1,304,653	755,360	2,060,013	88.2
Casual	344,443	15,008	359,451	16.8	263,512	11,444	274,956	11.8
Total	1,432,985	708,366	2,141,351	100.0	1,568,165	766,803	2,334,969	100.0

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

Table 2.1 shows that, the total number of employees in the formal sector in Tanzania Mainland increased to 2,334,969 in 2015 from 2,141,351 recorded in 2014, this is an increase of 193,618 over a period of one year, which is lower than that recorded in 2013 and 2014 (282,382).

The results further show that the total number of employees in the private sector (1,568,165) is nearly twice that of the public sector (766,803). Both private and public sectors show an increment in employment between 2014 and 2015 of 135,180 and 58,437 employees respectively.

Furthermore, results indicate that the proportion of regular employees increased to 88.2 percent in 2015 from 83.2 percent in 2014 while the proportion of casual employees decreased to 11.8 percent in 2015 from 16.8 percent in 2014. Casual employment is naturally precarious and normally associated with unfavorable working conditions. Most policies are being designed to prevent its growth, and hence its decrease evidences the performance of such policies.

**Table 2.2A: Percentage Distribution of Total Regular Employees by Age Group, Sector and Sex
Tanzania Mainland, 2015**

Age Group	Sex	2015		
		Private	Public	Total
Adult (36+ Years)	Male	31.5	12.9	44.4
	Female	14.7	9.6	24.3
	Sub Total	46.2	22.5	68.7
Youth (15 -35 Years)	Male	10.1	8.5	18.6
	Female	7.0	5.7	12.7
	Sub Total	17.1	14.2	31.3
Total Percent		63.3	36.7	100.0
Total Employees		1,304,653	755,360	2,060,013

Table 2.2A shows that proportion of adult regular employees to total regular employees (68.7 percent) is almost twice the proportion of youth regular employees at 31.3 percent. A similar pattern of employment is observed in private sector with 46.2 percent for adults and 17.1 percent for youth and in public sector with 22.5 percent for adult and 14.2 percent for youth.

There is a noticeable gender gap among the regular adult employees with males accounting for 44.4 percent and females 24.3 percent. Furthermore, the results show that compared to other categories there is a large gender gap in regular adult employees in private sector with 31.5 percent for males and 14.7 percent for females. 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, 2015**

Age Group	Sex	2015		
		Private	Public	Total
Adult (36+ Years)	Male	44.4	2.2	46.6
	Female	25.0	0.5	25.6
	Sub Total	69.4	2.7	72.2
Youth (15-35 Years)	Male	17.8	0.8	18.6
	Female	8.6	0.6	9.2
	Sub Total	26.4	1.4	27.8
Total Percent		95.8	4.2	100.0
Total Employees		263,512	11,444	274,956

Table 2.2B shows that among casual employees there is a higher proportion of adult employees (72.2 percent) compared to youth employees (27.8 percent). The results also indicate that private sector had the highest proportion of casual employees (95.8 percent) compared to public sector with 4.2 percent. Furthermore, it is revealed that adult male employees had the highest proportion in casual employment (46.6 percent) compared to adult females with 25.6 percent. A similar pattern is observed in casual youth employees with 18.6 percent for males and 9.2 percent for females.

2.3 Employment and Disability

The Disabled Person Employment Act No. 2 of 1982 sets the target of 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, 2015

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	1,495	831	2,326	37.6	20.9	58.5	1,304,653	0.2
Public	898	754	1,651	22.6	18.9	41.5	755,360	0.2
Total	2,393	1,584	3,977	60.2	39.8	100.0	2,060,013	0.2

Table 2.3 shows that there were 3,977 employees with disability in the formal sector out of 2,060,013 regular employees in 2015, an increase of 430 disabled employees from 3,547 employees recorded in

2014. Among the employed disabled persons, private sector accounted for a larger proportion of employed disabled persons (58.5 percent) compared to public sector with 41.5 percent.

Furthermore the results indicate that among the total disabled employees, there were more males (60.2 percent) than females (39.8 percent). The sex difference is much lower in the public sector (22.6 percent for males and 18.9 percent females) while a significant difference is noticed in the private sector (37.6 percent for males and 20.9 percent for females).

2.4 Employment by Sub Sector, Age Group and Sex

Findings on employment variation across sub-sectors are important for designing sectoral programmes for employment promotion. Employment by sex and age can provide important insight on the equity of 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 formulation of policies to promote youth employment.

Table 2.4A: Percentage Distribution of Total Employees by Sub Sector and Sex, Tanzania Mainland, 2014 and 2015

Sector	2014			2015		
	Male	Female	Total	Male	Female	Total
A: Private						
Private Profit Making Institutions	36.8	18.7	55.5	36.3	17.1	53.5
Private Non Profit Making Institutions	5.6	4.8	10.4	6.8	5.6	12.4
Cooperatives	0.8	0.3	1.1	0.9	0.4	1.3
Total Percent A:	43.1	23.8	66.9	44.0	23.1	67.2
B: Public						
Central and Local Governments	18.4	12.1	30.5	18.0	13.0	31.1
Parastatal Organisations	1.8	0.8	2.6	1.2	0.6	1.8
Total Percent B:	20.2	12.9	33.1	19.2	13.6	32.8
Total Percent (A+B)	63.3	36.7	100.0	63.2	36.8	100.0
Total Number of Employees	1,355,635	785,716	2,141,351	1,476,805	858,164	2,334,969

Table 2.4A shows that private profit making institutions have remained a major employer in the formal sector. Employment in this sub sector shows a slight decrease from 55.5 percent in 2014 to 53.5 percent in 2015. Central and local government ranked second by having 31.1 percent of the employees

in 2015, which is a slight increase from 30.5 percent recorded in 2014. Cooperatives have the smallest proportion of employees (1.3 percent of total employees).

Results also show that the proportion of employed females (36.8 percent of total employees) is nearly a half the proportion of males (63.2 percent) in 2015, a similar pattern was observed in 2014. It is also observed that, the proportion of male employees in the private profit making institutions (36.3 percent) is larger as that of females (17.1 percent). A similar pattern is observed in central and local governments, where 18.0 percent of employees are male and 13.0 percent are female.

Table 2.4B: Percentage Distribution of Total Adult (36+ years) Employees by Sub Sector and Sex, Tanzania Mainland, 2015

Sector	Male	Female	Total
A: Private			
Private Profit Making Institutions	39.1	16.7	55.8
Private Non Profit Making Institutions	7.7	5.9	13.6
Cooperatives	1.1	0.5	1.5
Total Percent A:	47.8	23.0	70.8
B: Public			
Central and Local Governments	15.4	11.7	27.1
Parastatal Organisations	1.4	0.7	2.1
Total Percent B:	16.8	12.3	29.2
Total Percent (A+B)	64.6	35.4	100.0
Total Number of Employees	1,043,215	570,725	1,613,940

Table 2.4B indicates that private profit making institutions had the largest proportion of total adult employees with 55.8 percent. The central and local governments ranked second by employing 27.1 percent of the total adult employees. The results also reveal that, the proportion of adult female employees (35.4 percent) is nearly half that of adult male employees (64.6 percent).

On the other hand, adult male employees accounted for a larger share of employment in the private profit making institutions (39.1 percent) compared to adult female employees (16.7 percent). A higher proportion of male employees is observed in central and local governments (15.4 percent) compared to females (11.7 percent).

Table 2.4C: Percentage Distribution of Total Youth (15 - 35 years) Employees by Sub Sector and Sex, Tanzania Mainland, 2015

Sector	Male	Female	Total
A: Private			
Private Profit Making Institutions	30.2	18.1	48.4
Private Non Profit Making Institutions	4.8	5.0	9.7
Cooperatives	0.6	0.3	0.8
Total Percentage A:	35.6	23.4	58.9
B: Public			
Central and Local Governments	23.9	16.1	40.0
Parastatal Organisations	0.6	0.4	1.1
Total Percent B:	24.6	16.5	41.1
Total Percent (A+B)	60.1	39.9	100.0
Total Number of Employees	433,590	287,439	721,028

The results in Table 2.4C indicate that private sector is an important youth employer, employing about six in ten (58.9 percent) youths aged 15 to 35 years compared to public sector with 41.1 percent. The proportion of youth female employees (39.9 percent) is much smaller than youth male employees with 60.1 percent.

Youth male employees accounted for the larger share of employment in the private profit making institutions (30.2 percent) compared to females (18.1 percent). A larger proportion of youth male employees is also observed in central and local governments with 23.9 percent of total youth employees compared to 16.1 percent of youth female employees.

2.5 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 ensuring 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, 2014 and 2015**

Sector		Citizen		Non-Citizen		Total	
		2014	2015	2014	2015	2014	2015
A: Private	Profit Making Institutions.	47.4	47.9	0.9	0.7	48.3	48.6
	Non Profit Making Institutions.	11.5	13.1	0.1	0.2	11.6	13.3
	Cooperatives	1.2	1.4	0.0	0.0	1.2	1.4
Total Percent: A		60.0	62.4	1.1	0.9	61.1	63.3
B: Public	Central and Local Governments	36.0	34.7	0.0	0.0	36.0	34.7
	Parastatal Organisations	2.9	2.0	0.0	0.0	2.9	2.0
Total Percent :B		38.9	36.7	0.0	0.0	38.9	36.7
Total Percent : (A+B)		98.9	99.1	1.1	0.9	100.0	100.0
Total Employees		1,762,408	2,040,925	19,492	19,088	1,781,900	2,060,013

Table 2.5 shows that Tanzanian citizens accounted for 99.1 percent of total regular employees in the formal sector in 2015. The results show a slight increase in the share of employment for Tanzanian citizens from 98.9 percent recorded in 2014. Correspondingly, the proportion of non-citizen employees has decreased slightly from 1.1 percent in 2014 to 0.9 percent in 2015.

The proportion of citizen employees in the private sector to total regular employees increased from 60.0 percent in 2014 to 62.4 percent in 2015. On the other hand, the proportion of citizen employees in the public sector decreased from 38.9 percent recorded in 2014 to 36.7 percent in 2015. The findings further show that, almost all regular non-citizen employees are in private sector accounting for 0.9 percent of total regular employees in 2015.

2.6 Employment by Industry and Category of Employment

This section analyses the distribution of employees in different economic activities. The assessment of these activities informs policy makers on performance of implemented policies and areas of intervention.

**Table 2.6: Percentage Distribution of Total Employees by Industry and Category of Employment
Tanzania Mainland, 2014 and 2015**

Industry	Regular Employees		Casual Employees		Total Employees	
	2014	2015	2014	2015	2014	2015
Agriculture, forestry and fishing	2.9	3.7	18.2	22.3	5.5	5.9
Mining and quarrying	1.3	1.4	0.3	0.4	1.1	1.3
Manufacturing	18.2	16.3	27.2	31.7	19.8	18.1
Electricity, gas, steam and air conditioning supply	1.0	1.1	0.1	0.2	0.9	1.0
Water supply; sewage, waste management and remediation activities	0.3	0.4	0.5	0.7	0.3	0.4
Construction	1.9	2.0	4.6	5.9	2.4	2.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.8	7.7	5.0	10.2	6.5	8.0
Transportation and storage	3.4	2.8	1.4	2.0	3.1	2.7
Accommodation and food service activities	7.1	7.7	3.8	3.7	6.6	7.2
Information and communication	1.4	1.4	25.8	11.9	5.5	2.6
Financial and insurance activities	1.9	2.1	0.1	0.3	1.6	1.9
Real estate activities	0.1	0.2	0.1	0.0	0.1	0.2
Professional, scientific and technical activities	1.5	1.2	2.2	0.9	1.6	1.1
Administrative and support service activities	2.8	3.0	2.7	1.2	2.8	2.8
Public administration and defence; compulsory social security	17.2	14.1	1.8	1.5	14.6	12.6
Education	20.0	21.7	2.5	3.3	17.1	19.6
Human health and social work activities	7.0	8.0	1.4	1.4	6.1	7.2
Arts, entertainment and recreation	0.3	0.3	0.0	0.1	0.2	0.3
Other service activities	4.7	4.9	2.2	2.3	4.3	4.6
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	1,781,900	2,060,013	359,451	274,956	2,141,351	2,334,969

Table 2.6 indicates that education industry has the largest share of total employment which increased from 17.7 percent in 2014 to 19.6 percent in 2015. Manufacturing industry is second with 18.1 percent which decreased from 19.8 percent in 2014. Public administration and defence; compulsory social security has the third largest share of employment at 12.6 percent which decreased from 14.6 percent in 2014.

The results further shows that education industry was leading in 2015 by employing 21.7 percent of regular employees, followed by manufacturing with 16.3 percent and Public administration and defence; compulsory social security with 14.1 percent of regular employees. Real estate industry with 0.2 percent had the smallest share of regular employees in 2015.

Moreover, manufacturing was found to be the most important industry for casual employment, with an increasing share of total casual employees from 27.2 percent in 2014 to 31.7 percent in 2015. Agriculture, forestry and fishing was the second most important industry for casual employment, employing 22.3 percent of casual employees in 2015.

2.7 Employment by Industry, Category of Employment and Sex

This section analyses employment by industry in terms of regular and casual employment categories and sex. The assessment of gender differentials between industries and categories of employment is of vital importance as it provides information for policy formulation to enhance gender equity.

Table 2.7: Percentage Distribution of Total Employees by Industry, Category of Employment and Sex, Tanzania Mainland, 2015.

Industry	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	2.5	1.1	3.7	14.5	7.8	22.3	5.9
Mining and quarrying	1.2	0.2	1.4	0.4	0.1	0.4	1.3
Manufacturing	11.8	4.4	16.3	18.9	12.8	31.7	18.1
Electricity, gas, steam and air conditioning supply	0.8	0.2	1.1	0.2	0.0	0.2	1.0
Water supply; sewage, waste management and remediation activities	0.3	0.1	0.4	0.6	0.1	0.7	0.4
Construction	1.7	0.3	2.0	4.8	1.1	5.9	2.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	5.9	1.8	7.7	8.3	1.9	10.2	8.0
Transportation and storage	2.3	0.6	2.8	1.7	0.3	2.0	2.7
Accommodation and food service activities	3.4	4.3	7.7	1.9	1.9	3.7	7.2
Information and communication	0.9	0.5	1.4	6.6	5.3	11.9	2.6
Financial and insurance activities	1.2	0.9	2.1	0.2	0.1	0.3	1.9
Real estate activities	0.2	0.1	0.2	0.0	0.0	0.0	0.2
Professional, scientific and technical activities	0.8	0.4	1.2	0.5	0.4	0.9	1.1
Administrative and support service activities	2.3	0.7	3.0	1.0	0.1	1.2	2.8
Public administration and defence; compulsory social security	9.2	4.9	14.1	1.1	0.5	1.5	12.6
Education	12.2	9.6	21.7	2.3	1.0	3.3	19.6
Human health and social work activities	3.0	5.0	8.0	0.7	0.6	1.4	7.2
Arts, entertainment and recreation	0.2	0.1	0.3	0.0	0.0	0.1	0.3
Other service activities	3.2	1.7	4.9	1.6	0.7	2.3	4.6
Total Percent	63.0	37.0	100.0	65.2	34.8	100.0	100.0
Total Employees	1,297,553	762,460	2,060,013	179,252	95,704	274,956	2,334,969

Findings in Table 2.7 show that males account for a higher proportion of regular employees (63.0 percent) compared to females (37.0 percent). This suggests that most jobs with favorable employment conditions such as employment contract and access to social security schemes are held by males.

However, similar employment pattern is also observed in casual employment, which is highly associated with unfavorable working conditions where male employees account for 65.2 percent compared to female employees with 34.8 percent.

The results also indicate that majority of regular male employees were in education industry with 12.2 percent followed by manufacturing (11.8 percent). Moreover, the largest gender gap in regular employees is observed in manufacturing industry where males had a much large proportion (11.8 percent) than females (4.4 percent). On the other hand, females dominated in human health and social work activities with 5.0 percent compared to 3.0 percent for males and; accommodation and food service activities with 4.3 percent compared to 3.4 percent for males.

The findings further reveal that in most all industries there are more male casual employees than females. In addition, manufacturing had the largest proportion of male casual employees (18.9 percent), followed by agriculture, forestry and fishing (14.5 percent) and; wholesale and retail trade; repair of motor vehicles (8.3 percent).

2.8 Employment by Industry and Sector

Information on industry and sector of employment is important as it highlights the performance of employment in terms of levels and characteristics for specific economic activities across the sector. This is crucial for evaluation of employment policy and programmes.

Table 2.8: Percentage Distribution of Total Employees by Industry and Sector, Tanzania Mainland, 2014 and 2015

Industry	Private		Public		Total	
	2014	2015	2014	2015	2014	2015
Agriculture, forestry and fishing	8.1	8.6	0.2	0.2	5.5	5.9
Mining and quarrying	1.7	1.9	0.0	0.0	1.1	1.3
Manufacturing	29.4	26.9	0.3	0.1	19.8	18.1
Electricity, gas, steam and air conditioning supply	0.5	0.5	1.7	1.8	0.9	1.0
Water supply; sewage, waste management and remediation activities	0.1	0.1	0.7	1.0	0.3	0.4
Construction	3.6	3.6	0.0	0.2	2.4	2.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.7	11.9	0.0	0.0	6.5	8.0
Transportation and storage	3.7	3.6	1.8	1.0	3.1	2.7
Accommodation and food service activities	9.8	10.8	0.0	0.0	6.6	7.2
Information and communication	7.9	3.7	0.5	0.5	5.5	2.6
Financial and insurance activities	2.0	2.1	0.9	1.4	1.6	1.9
Real estate activities	0.1	0.2	0.1	0.2	0.1	0.2
Professional, scientific and technical activities	1.2	0.8	2.3	1.7	1.6	1.1
Administrative and support service activities	4.1	4.2	0.1	0.1	2.8	2.8
Public administration and defence; compulsory social security	0.2	0.2	43.8	38.1	14.6	12.6
Education	6.5	8.4	38.6	42.5	17.1	19.6
Human health and social work activities	4.8	5.4	8.6	10.8	6.1	7.2
Arts, entertainment and recreation	0.3	0.4	0.0	0.1	0.2	0.3
Other service activities	6.2	6.7	0.4	0.3	4.3	4.6
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	1,432,985	1,568,165	708,366	766,803	2,141,351	2,334,969

Table 2.8 shows that the largest proportion of employees in private sector are in manufacturing industry with a slight decrease from 29.4 percent in 2014 to 26.9 percent in 2015. The second and third leading industries in employment in private sector are wholesale and retail trade; repair of motor vehicles and motorcycles (11.9 percent) and; accommodation and food service activities (10.8 percent).

On the other hand, education industry had the largest proportion of employment in public sector with 42.5 percent in 2015 which increased from 38.6 percent in 2014. Public administration and defence; compulsory social security and human health and social work activities had the second and third largest proportions of employment with 38.1 and 10.8 percent respectively.

2.9 Employment by Industry, Age Group and Sex

This section presents the distribution adult and youth employees by industry and sex. The findings highlight gender gaps among adult and youth employees in various economic activities. The information provided in this section is useful for formulation of programmes to address gender gaps in employment.

Table 2.9: Percentage Distribution of Total Employees by Industry, Age Group and Sex, Tanzania Mainland, 2015

Industry	Adults (36+ Yrs)			Youth (15 - 35 Yrs)			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	4.5	2.1	6.6	2.6	1.6	4.3	5.9
Mining and quarrying	0.8	0.1	1.0	1.8	0.2	2.1	1.3
Manufacturing	14.5	6.2	20.7	8.6	3.7	12.3	18.1
Electricity, gas, steam and air conditioning supply	0.9	0.2	1.2	0.4	0.1	0.5	1.0
Water supply; sewage, waste management and remediation activities	0.3	0.1	0.4	0.2	0.1	0.4	0.4
Construction	2.1	0.4	2.5	2.0	0.5	2.5	2.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.2	1.6	7.8	6.1	2.3	8.4	8.0
Transportation and storage	2.4	0.5	2.9	1.7	0.5	2.2	2.7
Accommodation and food service activities	3.0	2.8	5.8	3.6	6.9	10.5	7.2
Information and communication	2.1	1.3	3.4	0.5	0.4	0.9	2.6
Financial and insurance activities	1.2	0.9	2.1	0.7	0.7	1.4	1.9
Real estate activities	0.1	0.1	0.2	0.2	0.1	0.2	0.2
Professional, scientific and technical activities	0.8	0.4	1.2	0.6	0.4	1.0	1.1
Administrative and support service activities	2.3	0.7	3.0	1.9	0.6	2.5	2.8
Public administration and defence; compulsory social security	6.9	4.0	10.9	11.3	5.3	16.6	12.6
Education	9.7	7.6	17.3	13.9	10.8	24.7	19.6
Human health and social work activities	2.8	4.5	7.3	2.5	4.4	7.0	7.2
Arts, entertainment and recreation	0.2	0.1	0.3	0.2	0.1	0.4	0.3
Other service activities	3.8	1.7	5.6	1.3	1.1	2.4	4.6
Total Percent	64.6	35.4	100.0	60.1	39.9	100.0	100.0
Total Employees	1,043,215	570,725	1,613,940	433,590	287,439	721,028	2,334,969

Table 2.9 reveals that proportion of adult male employees (64.6 percent) is nearly twice that of adult female employees (35.4 percent). It is also observed that in all industries except for human health and social work activities there are larger proportions of adult male employees than female employees. The

largest male-female gap is observed in manufacturing industry followed by wholesale and retail trade; repair of motor vehicles and motorcycles with 8.3 and 4.6 percentage points difference respectively.

The results further show that youth employees had a similar distribution as adults. It is revealed that, there is a larger proportion of youth male employees (60.1 percent) compared to youth female employees with 39.9 percent. However, there are larger proportions of youth female employees in accommodation and food service activities and human health and social work activities with 6.9 percent and 4.4 percent respectively as compared to the proportions of youth males with 3.6 percent and 2.5 percent respectively.

2.10 Regular Employment by Citizenship and Industry

This section gives insight into the distribution of citizen and non-citizen regular employees among industries. The findings will help the policy makers to identify industries that need special strategies for citizen human capital development to avoid higher attraction of non-citizen professionals. In addition, policies should focus on creating conducive environment to attract foreign investment and promote citizen employment.

Table 2.10: Percentage Distributions of Regular Employees by Citizenship and Industry (%), Tanzania Mainland, 2015

Industry	Citizen	Non-citizen	Total
Agriculture, forestry and fishing	3.7	3.3	3.7
Mining and quarrying	1.4	1.9	1.4
Manufacturing	16.1	33.4	16.3
Electricity, gas, steam and air conditioning supply	1.1	0.6	1.1
Water supply; sewage, waste management and remediation activities	0.4	0.0	0.4
Construction	2.0	6.2	2.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.6	13.6	7.7
Transportation and storage	2.8	2.1	2.8
Accommodation and food service activities	7.7	8.6	7.7
Information and communication	1.4	1.9	1.4
Financial and insurance activities	2.1	1.2	2.1
Real estate activities	0.2	0.0	0.2
Professional, scientific and technical activities	1.2	0.1	1.2
Administrative and support service activities	3.0	2.7	3.0
Public administration and defence; compulsory social security	14.3	0.2	14.1
Education	21.8	16.8	21.7
Human health and social work activities	8.0	3.3	8.0
Arts, entertainment and recreation	0.3	0.4	0.3
Other service activities	4.9	3.5	4.9
Total Percent	100.0	100.0	100.0
Total Employees	2,040,925	19,088	2,060,013

Table 2.10 shows that the industry with the largest share of the total citizen regular employees, was education (21.8 percent), followed by manufacturing industry (16.1 percent) and public administration and defence; compulsory social security with 14.3 percent. The results further show that the majority of non-citizen regular employees are in manufacturing industry (33.4 percent) followed by education (16.8 percent) and wholesale and retail trade; repair of motor vehicles and motorcycles with 13.6 percent.

2.11 Employment by Region and Sector

This section shows the distribution of employees by region and sector. The information is helpful in assessing regional contribution to total employment and therefore helps the Government to design and implement the necessary supportive programmes to improve regional employment situations.

Table 2. 11: Percentage Distribution of Total Employees by Region and Sector, Tanzania Mainland, 2014 and 2015

Region	Private		Public		Total	
	2014	2015	2014	2015	2014	2015
Dodoma	0.7	1.0	1.7	1.7	2.5	2.7
Arusha	5.1	5.9	1.2	1.1	6.3	7.1
Kilimanjaro	3.1	3.8	1.7	1.7	4.8	5.5
Tanga	2.6	3.1	1.7	1.6	4.3	4.7
Morogoro	8.8	8.3	3.4	3.2	12.1	11.5
Pwani	0.9	0.9	1.4	1.2	2.3	2.1
Dar es Salaam	29.3	26.3	4.3	4.3	33.6	30.6
Lindi	0.2	0.3	1.1	1.0	1.3	1.2
Mtwara	0.6	0.5	0.7	0.7	1.3	1.2
Ruvuma	1.1	1.0	1.0	1.0	2.0	2.0
Iringa	1.5	1.5	1.2	1.2	2.7	2.7
Mbeya	2.5	2.8	2.3	2.3	4.8	5.1
Singida	0.5	0.7	1.0	1.0	1.5	1.6
Tabora	0.4	0.6	1.1	1.0	1.5	1.6
Rukwa	0.3	0.4	0.6	0.7	0.9	1.1
Kigoma	0.5	0.6	1.1	1.1	1.6	1.8
Shinyanga	1.3	1.1	1.3	1.2	2.5	2.3
Kagera	0.7	0.9	1.0	1.2	1.7	2.0
Mwanza	4.2	4.4	1.7	1.7	5.9	6.2
Mara	0.6	0.8	1.3	1.2	2.0	2.0
Manyara	0.6	0.7	0.7	0.7	1.3	1.4
Njombe	0.3	0.4	0.5	0.5	0.8	0.8
Katavi	0.0	0.0	0.2	0.3	0.2	0.3
Simiyu	0.1	0.2	0.8	0.7	0.9	1.0
Geita	0.8	1.1	0.4	0.4	1.2	1.5
Total Percent	66.9	67.2	33.1	32.8	100.0	100.0
Total Employees	1,432,985	1,568,165	708,366	766,803	2,141,351	2,334,969

Table 2.11 shows that in 2015; Dar es Salaam region had the largest share of employees with 30.6 percent, followed by Morogoro (11.5 percent), Arusha (7.1 percent), Mwanza (6.2 percent) and

Kilimanjaro with 5.5 percent. The region with the smallest share of 0.3 percent was Katavi followed by Njombe (0.8 percent), Simiyu (1.0 percent) and Rukwa (1.1 percent). The findings also show a notable decrease of 3.0 percentage points in employment share for Dar es Salaam between 2014 and 2015.

The findings further indicate that in both private and public sectors the region with the largest was Dar es Salaam with 26.3 percent and 4.3 percent respectively followed by Morogoro with 8.3 percent and 3.2 percent respectively.

2.12 Employment by Region, Category of Employment and Sex

This section illustrates the share of the total number of employees by region, category of employment and sex. It examines the gender patterns in employment in different regions to assist development/evaluation of regional specific gender policies.

Table 2.12: Percentage Distribution of Total Employees by Region, Category of Employment and Sex, Tanzania Mainland, 2015

Region	Regular			Casual			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	1.6	1.2	2.8	1.0	0.2	1.2	2.7
Arusha	4.0	2.9	6.9	4.5	3.8	8.2	7.1
Kilimanjaro	2.9	2.3	5.3	3.9	3.3	7.2	5.5
Tanga	2.3	1.7	4.0	5.0	4.8	9.8	4.7
Morogoro	8.3	3.6	11.9	6.3	2.7	9.0	11.5
Pwani	1.2	0.9	2.1	1.6	0.6	2.1	2.1
Dar es Salaam	20.8	10.7	31.4	17.8	6.9	24.7	30.6
Lindi	0.9	0.5	1.4	0.1	0.0	0.1	1.2
Mtwara	0.9	0.4	1.3	0.4	0.1	0.5	1.2
Ruvuma	1.2	0.9	2.1	0.4	0.4	0.8	2.0
Iringa	1.5	1.1	2.6	2.2	1.1	3.3	2.7
Mbeya	2.9	2.2	5.1	4.1	1.2	5.3	5.1
Singida	1.0	0.7	1.7	0.6	0.4	1.0	1.6
Tabora	1.1	0.7	1.8	0.2	0.1	0.3	1.6
Rukwa	0.8	0.3	1.1	0.5	0.2	0.7	1.1
Kigoma	1.3	0.6	1.9	0.6	0.1	0.7	1.8
Shinyanga	1.7	0.8	2.5	0.6	0.3	0.9	2.3
Kagera	1.3	0.8	2.2	0.6	0.4	1.0	2.0
Mwanza	2.7	1.8	4.5	12.0	6.7	18.6	6.2
Mara	1.3	0.9	2.2	0.2	0.1	0.3	2.0
Manyara	0.8	0.5	1.3	1.6	0.6	2.2	1.4
Njombe	0.5	0.4	0.9	0.3	0.2	0.5	0.8
Katavi	0.2	0.1	0.4	0.1	0.0	0.1	0.3
Simiyu	0.7	0.4	1.0	0.3	0.1	0.4	1.0
Geita	1.1	0.4	1.5	0.7	0.6	1.2	1.5
Total Percent	63.0	37.0	100.0	65.2	34.8	100.0	100.0
Total Employees	1,297,553	762,460	2,060,013	179,252	95,704	274,956	2,334,969

Table 2.12 shows that the largest male-female gap in regular employment is Dar es Salaam with 10.1 percentage points followed by Morogoro region with 4.7 percentage points. Gender disparity in casual employment is similar to that of regular employment with 10.9 percentage point in Dar es Salaam and 3.6 percentage points in Morogoro. The distribution of regular employees follows the same pattern as that of total employment.

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

This section presents the distribution of total employees in public and private sector by region and age group. Analysis of employment by sector shows the performance and contribution of individual sectors to total employment. It also reveals the role of private sector which is considered to be the engine of the economy in employment creation.

Table 2.13: Percentage Distribution of Total Employees in Private and Public Sector by Region and Age Group, Tanzania Mainland, 2015.

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 - 35 Years)
Dodoma	1.0	2.6	5.0	5.3
Arusha	10.2	5.1	4.0	2.7
Kilimanjaro	5.4	6.1	5.2	5.2
Tanga	5.2	2.9	5.3	4.3
Morogoro	15.6	3.6	9.3	10.5
Pwani	1.2	1.7	3.6	3.6
Dar es Salaam	38.1	42.0	15.3	9.7
Lindi	0.3	0.5	3.4	2.1
Mtwara	0.7	1.0	2.5	1.4
Ruvuma	1.1	2.3	3.2	2.6
Iringa	1.8	3.5	3.2	4.3
Mbeya	4.3	3.8	6.6	7.7
Singida	0.9	1.1	3.5	2.1
Tabora	0.7	1.5	3.5	2.5
Rukwa	0.5	0.7	1.8	2.6
Kigoma	0.8	1.3	3.9	2.8
Shinyanga	1.4	2.5	3.5	3.9
Kagera	1.1	1.6	3.1	4.4
Mwanza	6.3	7.4	4.4	6.7
Mara	0.8	2.0	2.7	5.5
Manyara	0.7	2.0	2.2	2.2
Njombe	0.4	0.9	1.4	1.4
Katavi	0.0	0.1	0.8	1.0
Simiyu	0.3	0.4	1.5	3.5
Geita	1.0	3.6	0.7	1.8
Total Percent	100.0	100.0	100.0	100.0
Total Employees	1,143,308	424,857	470,632	296,171

Table 2.13 shows that Dar es Salaam has the largest share of adult employees in the private sector (38.1 percent) followed by Morogoro with 15.6 percent. It also reveals that in the same sector the region with the largest share of youth employees is Dar es Salaam with 42.0 percent and Mwanza with 7.4 percent.

The findings further indicate that Dar es Salaam had the largest share of adult employees in the public sector with 15.3 percent followed by Morogoro with 9.3 percent. However, Morogoro with 10.5 percent has the largest share of youth employees in public sector followed by Dar es Salaam region with 9.7 percent.

Key message:

Most employees were employed in private sector (1.6m) and (0.8m) in public sector, with adult males accounting for 44.7 percent, adult females (24.4 percent) and youths (30.9 percent). The industry which had the largest share of total employees was education (19.6 percent) followed by manufacturing with (18.1 percent).

CHAPTER THREE

MONTHLY WAGE RATE PROFILE

3.1 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 facilitates the preparation of wage plan for future. It 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.

3.2 Total Citizen Employees by Sector and Monthly Wage Rate

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

Table 3.1: Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sector, Tanzania Mainland, 2015

Monthly Wage Rate (TZS) Group	Private	Public	Total
Up to 100,000	6.4	0.1	6.5
100,001 -150,000	15.2	0.1	15.3
150,001 - 300,000	17.3	1.8	19.1
300,001 - 500,000	11.0	13.7	24.7
500,001 - 900,000	7.1	13.4	20.5
900,001 - 1,200,000	2.5	4.1	6.6
1,200,001 - 1,500,000	1.5	1.7	3.3
Above 1,500,000	2.1	1.9	4.0
Total Percent	63.0	37.0	100.0
Total Number of Citizen Employees	1,285,847	755,078	2,040,925

Table 3.1 shows that in 2015, the largest proportion of citizen employees earned monthly wages from TZS 300,001 to TZS 500,000 (24.7 percent) followed by those who earned monthly wages from TZS 500,001 to TZS 900,000 (20.5 percent) and those who earned from TZS 150,001 to TZS 300,000 (19.1 percent). On the other hand, the largest proportion (17.3 percent) of employees in the private sector earned monthly wages of from TZS 150,001 to TZS 300,000 followed by those who earned TZS 100,001 to TZS 150,000 (15.2 percent). Furthermore, largest proportion (13.7 percent) of employees in the public sector earned monthly wages from TZS 300,001 to 500,000 followed by those who earned TZS 500,001 to 900,000 (13.4 percent).

The findings further reveal that the proportion of employees earning monthly wages above TZS 1,500,000 was slightly larger in private sector (2.1 percent) than in public sector (1.9 percent). On the other hand, private sector has a larger proportion of employees earning monthly wages of up to TZS 100,000 (6.4 percent) compared to public sector (0.1 percent).

3.3 Total Citizen Employees by Monthly Wage Rate Group and Sex

Disaggregation of wage rates by sex is important for assessing gender pay gaps in the country. The analysis of wage in this section will help informing policies to enhance equity in remunerations.

Table 3.2: Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sex, Tanzania Mainland, 2015

Monthly Wage Rate (TZS) Group	Male	Female	Total
Up to 100,000	5.7	8.0	6.5
100,001 -150,000	15.6	14.8	15.3
150,001 - 300,000	20.6	16.5	19.1
300,001 - 500,000	24.7	24.7	24.7
500,001 - 900,000	19.2	22.7	20.5
900,001 - 1,200,000	6.5	6.8	6.6
1,200,001 - 1,500,000	3.4	3.1	3.3
Above 1,500,000	4.3	3.5	4.0
Total Percent	100.0	100.0	100.0
Total Number of Citizen Employees	1,282,430	758,495	2,040,925

Table 3.2 shows that, the largest proportion of both male and female employees (24.7 percent) each earned monthly wages of TZS 300,001 to TZS 500,000. The second largest proportion (20.6 percent) of male employees earned from TZS 150,001 to 300,000 while for female employees the second largest proportion (22.7 percent) earned from TZS 500,001 to 900,000.

In addition, a relatively larger proportion of male employees (4.3 percent) earned higher monthly wages of above 1,500,000 compared to 3.5 percent of female employees. Conversely, female employees had higher proportion among the least paid employees (below TZS 100,000) with 8.0 percent compared to males (5.7 percent).

3.4 Citizen Employees by Monthly Wage Rates and Industry

Wage rates by industry provide useful insights for understanding variations of wages in different industries of the economy. This information is vital in strategic investment 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, 2015

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	10.7	44.8	23.5	11.6	5.3	1.6	1.0	1.6	100.0
Mining and quarrying	1.9	9.2	12.2	21.2	29.3	10.9	9.4	5.9	100.0
Manufacturing	11.0	32.4	31.5	13.4	6.6	2.3	1.2	1.6	100.0
Construction	3.1	17.7	32.5	23.6	11.4	6.1	2.4	3.1	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.8	21.1	39.1	18.9	7.6	2.5	1.3	1.6	100.0
Transportation and storage	2.6	10.7	30.2	26.7	18.3	5.4	2.8	3.3	100.0
Accommodation and food service activities	29.4	31.7	27.1	6.4	3.4	0.9	0.6	0.5	100.0
Financial and insurance activities	1.3	2.4	8.3	12.4	23.6	13.2	10.9	27.8	100.0
Administrative and support service activities	7.8	51.4	21.6	10.0	6.2	1.3	0.7	1.1	100.0
Public administration and defence; compulsory social security	0.1	0.5	5.4	41.7	31.5	11.0	4.7	5.2	100.0
Education	0.7	1.8	7.1	37.8	37.6	8.4	3.0	3.6	100.0
Human health and social work activities	1.3	4.1	16.7	27.1	29.7	11.2	5.6	4.4	100.0
Other Industries	8.5	13.1	20.7	18.6	15.8	9.2	6.1	8.1	100.0
Total Percent	6.5	15.3	19.1	24.7	20.5	6.6	3.3	4.0	100.0

Table 3.3 reveals that Financial and insurance activities had the largest proportion of employees (27.8 percent) earning wages above TZS 1,500,000 per month followed by Mining and quarrying industry (5.9 percent). On the other hand, nearly six in ten employees in accommodation and food service activities earned monthly wages of TZS 150,000 or less.

It is also revealed that another industry with relatively larger proportion of employees in lower wage groups (TZS 150,000 or less) was administrative and support service activities with 59.2 percent.

3.5 Citizen Employees by Monthly Wage Rate and Sex

Table 3.4: Percentage Distribution of Regular Citizen Employees by Monthly Wage Rate (TZS) Group and Sex, Tanzania Mainland, 2015

Monthly Wage Rate (TZS) Group	Adult (36+ years)			Youth (15-35 years)		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Up to 100,000	5.4	5.2	5.3	6.2	13.3	9.1
100,001 -150,000	16.7	15.4	16.2	13.1	13.7	13.3
150,001 - 300,000	21.4	16.5	19.6	18.8	16.7	17.9
300,001 - 500,000	19.2	20.1	19.5	37.9	33.5	36.1
500,001 - 900,000	19.9	25.5	21.9	17.5	17.2	17.4
900,001 - 1,200,000	7.7	8.6	8.0	3.6	3.5	3.5
1,200,001 - 1,500,000	4.1	4.0	4.1	1.6	1.3	1.5
Above 1,500,000	5.5	4.7	5.3	1.3	1.0	1.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0
Total Number of Employees	902,051	497,644	1,399,695	380,378	260,851	641,230

Table 3.4 indicates that the largest proportion of adult males (21.4 percent) received monthly wages of from TZS 150,001 to 300,000 followed by those earning TZS 500,001 to 900,000 per month with 19.9 percent. On the other hand, the largest proportion of youth males (37.9 percent) earned monthly wages of from TZS 300,001 to 500,000 followed by those earning from TZS 150,001 to 300,000 (18.8 percent).

Additionally, results show that the largest proportion of adult females (25.5 percent) earned monthly wages of from TZS 500,001 to 900,000 followed by those earning from TZS 300,001 to 500,000 (20.1 percent). On the other hand, the largest proportion of youth female earns monthly wages from TZS 300,001 to 500,000 with 33.5 percent.

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

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

Table 3.5: Distribution of Regular Citizen Employees by Sector and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2015

Monthly Wage Rate (TZS) Group	Adult (36+ years)			Youth (15-35 years)		
	Private	Public	Both Sectors	Private	Public	Both Sectors
Up to 100,000	7.8	0.4	5.3	16.6	0.1	9.1
100,001 - 150,000	24.0	0.5	16.2	24.3	0.2	13.3
150,001 - 300,000	26.9	5.0	19.6	28.7	5.0	17.9
300,001 - 500,000	17.5	23.5	19.5	17.2	58.7	36.1
500,001 - 900,000	12.3	41.5	21.9	8.5	28.0	17.4
900,001 - 1,200,000	4.6	14.9	8.0	2.2	5.2	3.5
1,200,001 - 1,500,000	2.8	6.7	4.1	1.3	1.7	1.5
Above 1,500,000	4.1	7.6	5.3	1.2	1.2	1.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0
Total Number of Regular Citizen	936,863	462,832	1,399,695	348,983	292,246	641,230

Table 3.5 show that the largest proportion of adult employees in private sector (26.9 percent) earned monthly wages of from TZS 150,001 to 300,000, followed by those earning from TZS 100,001 to 150,000 (24.0 percent). The largest proportion of youth employees in private sector (28.7 percent) earned monthly wages of from TZS 150,001 to 300,000, followed by those earning from TZS 100,001 to TZS 150,000 (24.3 percent). The results further indicate that in private sector there were more youth (16.6 percent) in lower wages (less than TZS 100,000) compared to the adult employees (7.8 percent).

On the other hand, the largest proportion of youth employees in public sector (58.7 percent) earned monthly wages of from TZS 300,001 to 500,000, followed by those earning from TZS 500,001 to 900,000 (28.0 percent). However, 1.2 percent of youth in public sector earned monthly wages above 1,500,000 compared to 7.6 percent for adults.

Key message:

The findings reveal that most of the employees (24.7 percent) in both public and private sectors earned monthly wages of from TZS 300,001 to 500,000. The largest proportion of regular adult citizen employees' (21.9 percent) earned monthly wages of from TZS 500,001 and TZS 900, 000 in 2015. However, the largest proportion of youth employees (36.1 percent) earned monthly wage in the range of from TZS 300,001 and 500,000 in 2015.

CHAPTER FOUR

CASH EARNINGS PROFILE

4.1 Introduction

This chapter discusses cash earnings profile of employees in the formal sector. 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 made to employees, other guaranteed and regular paid allowances, payments for overtime work and house-rent paid directly to the employee.

4.2 Monthly Average Cash Earnings by Sector and Sex

This section gives findings on differentials in distribution of cash earnings between public and private sectors. The information derived from this section can be used by the relevant authorities in periodical reviews of wage structures in the private and public sectors in order to enhance equity in the distribution of economic returns.

Table 4. 1: Monthly Average Cash Earnings (TZS) per Employee by Sector and Sex, Tanzania Mainland, 2014 and 2015

Sector	2014			2015		
	Male	Female	Overall Average	Male	Female	Overall Average
Private Sector	358,989	325,975	334,017	373,704	366,590	353,589
Public Sector	854,022	755,308	829,857	1,097,990	957,816	1,063,064
Overall Average	427,394	385,847	400,714	427,524	414,601	403,729

Table 4.1 indicates that monthly average cash earnings for employees in formal sector increased slightly from TZS 400,714 in 2014 to TZS 403,729 in 2015. The results further show that, monthly average cash earnings for employees in the public sector increased from TZS 829,857 in 2014 to TZS 1,063,064 in 2015, whereas in the private sector they increased from TZS 334,017 recorded in 2014 to TZS 353,589 recorded in 2015. This indicates that monthly average cash earnings for employees in the public sector were about three times those of employees in the private sector in both 2014 and 2015.

Furthermore, the results show that the monthly average cash earning of male employees (TZS 427,524) were slight higher than those of females (TZS 414,601). However, there was a noticeable income gap between males (TZS 1,097,990) and females (TZS 957,816) in the public.

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

This section analyses the distribution of monthly cash earnings within sectors in the country. The analysis of monthly cash earnings can help policy makers and planners in formulating 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) per Employee by Sub Sector of Employment and Sex, Tanzania Mainland, 2014 and 2015

Sector	2014			2015		
	Male	Female	Both Sexes	Male	Female	Both Sexes
PRIVATE						
Profit Making Institutions	329,999	292,736	306,358	347,724	335,481	328,162
Non - Profit Making Institutions	438,343	428,727	416,365	462,021	467,699	440,891
Cooperatives	599,325	467,635	537,273	460,812	463,641	445,887
Overall Average	358,989	325,975	334,017	373,704	366,590	353,589
PUBLIC						
Central and Local Governments	828,465	719,749	804,877	1,016,175	874,795	982,536
Parastatal Organizations	1,019,578	970,915	993,723	1,797,836	1,639,435	1,752,486
Overall Average	854,022	755,308	829,857	1,097,990	957,816	1,063,064

Table 4.2 reveals that, employees in parastatal organizations had the highest monthly average cash earnings of TZS 1,752,486 in 2015; an increase from TZS 993,723 recorded in 2014. On the other hand, employees in profit making institutions had the lowest monthly average cash earnings of TZS 328,162 in 2015 which is a slight increased from TZS 306,358 recorded in 2014.

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 non- profit making institutions and cooperatives, the trend was reversed and female employees earned more than male employees in 2015.

The male-female monthly average cash earnings gap in profit making institutions, which employed most of the workers in the formal sector, decreased from TZS 38,000 (TZS 329,999 for males and TZS 292,736 for females) in 2014 compared to TZS 12,000 (347,724 males and 335,481 females) in 2015. A similar pattern of male-female gap was observed in cooperatives. This indicates that, the gender gap has narrowed in 2015 compared to 2014.

Conversely, male-female gap of monthly average cash earnings in the central and local government has increased from TZS 109,000 in 2014 to TZS 141,000 in 2015. Generally, the 2015 results indicate that monthly average cash earning by broad sectors favoured male than female employees except for non- profit making institutions and cooperatives.

4.4 Monthly Average Cash Earnings by Sub Sector and Category of Employment

Information in this section provides insights on monthly average cash earnings differentials emanating from the state of employment, that is, regular employment which is highly associated with better working conditions compared to casual employment. Results in this section provide the basis for formulating policies to improve casual employees working conditions.

Table 4. 3: Monthly Average Cash Earnings (TZS) per Employee by Sub Sector and Category of Employment, Tanzania Mainland, 2014 and 2015

Sub-Sector	2014		2015	
	Regular Employees	Casual Employees	Regular Employees	Casual Employees
Private Profit Making Institutions	332,253	118,014	349,744	121,005
Private Non-Profit Making Institutions	435,771	110,458	460,592	129,756
Cooperatives	557,177	111,764	458,762	116,311
Central and Local Governments	824,646	162,567	1,006,559	202,103
Parastatal Organizations	1,017,215	162,190	1,793,738	291,516
Overall Average	424,636	120,492	425,020	127,245

Table 4.3 shows that Parastatal organizations had the highest monthly average cash earnings for regular employees which increased from TZS 1,017,215 in 2014 to TZS 1,793,738 in 2015 followed by central and local governments which increased from TZS 824,646 in 2014 to TZS 1,006,559 in 2015. On the other hand, regular employees in the private profit making institutions had the lowest monthly average cash earnings of TZS 349,744 in 2015.

The results further reveal that casual employees in parastatal organizations had the highest monthly average cash earnings which increased from TZS 162,190 in 2014 to TZS 291,516 in 2015, followed by central and local governments which increased from TZS 162,567 in 2014 to TZS 202,103 in 2015. Cooperatives had the lowest monthly average cash earnings which had slightly increased from TZS 111,764 in 2014 to TZS 116,311 in 2015.

4.5 Monthly Average Cash Earnings of Employees by Industry and Sex

The analysis of cash earnings by industry provides useful information for determining income variation among different industrial groups. The information obtained in this section will help in formulation and implementation of national development programmes.

Table 4.4: Monthly Average Cash Earnings (TZS) of Employees by Industry and Sex, Tanzania Mainland, 2014 and 2015

Industry	2014			2015		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	320,264	253,668	304,323	332,915	282,606	314,072
Mining and quarrying	620,490	427,644	559,796	845,740	439,489	794,965
Manufacturing	282,825	258,383	266,789	312,093	338,747	298,348
Electricity, gas, steam and air conditioning supply	816,852	986,278	839,402	1,024,402	1,052,193	1,020,571
Water supply; sewerage, waste management and remediation activities	575,874	467,885	558,177	608,309	508,167	591,656
Construction	559,593	402,498	496,796	534,709	427,601	503,670
Wholesale and retail trade; repair of motor vehicles and motorcycles	289,533	292,940	276,681	352,264	362,293	335,863
Transportation and storage	583,566	498,803	561,836	615,225	552,582	583,565
Accommodation and food service activities	165,678	145,460	151,209	184,245	153,090	159,753
Information and communication	601,944	643,877	610,765	627,912	638,852	624,886
Financial and insurance activities	1,394,765	1,052,770	1,168,914	1,312,353	1,163,546	1,198,224
Real estate activities	552,187	699,883	542,100	574,356	560,762	556,828
Professional, scientific and technical activities	994,265	741,669	922,730	825,556	1,177,409	960,465
Administrative and support service activities	412,832	485,155	408,598	400,633	510,143	424,420
Public administration and defense; compulsory social security	850,870	701,435	820,034	1,035,275	845,048	997,058
Education	545,671	487,745	523,328	575,816	564,778	566,674
Human health and social work activities	463,892	410,322	425,678	502,966	416,310	441,489
Arts, entertainment and recreation	489,173	530,402	487,366	568,566	599,555	547,445
Other service activities	402,689	436,473	389,188	415,590	469,209	401,362
Overall Average	427,394	385,847	400,714	427,524	414,601	403,729

Note: Total mean values do not necessarily lie between male and female mean value due extreme values

Table 4.4 shows that in 2015 financial and insurance activities had the highest monthly average cash earnings of TZS 1,198,224 by electricity, gas, steam and air conditioning supply with TZS 1,020,571, and public administration and defense; compulsory social security with TZS 997,058. On the other hand, accommodation and food service activities had the lowest monthly average cash earnings of TZS 159,753.

The results further show that, there is wide cash earning gap between male and female employees in mining and quarrying industry (TZS 845,740 for male, TZS 439,489 for female), followed by professional, scientific and technical activities (TZS 1,177,409 for females and TZS 825,556 for males) and public administration and defense; compulsory social security (TZS 1,035,275 for male and TZS 845,048 for females).

4.6 Annual Cash Earnings of Employees by Sector

Cash earnings of employees by sector are used to measure income variations in different sectors.

Chart 4.1: Percentage Distribution of Total Annual Cash Earnings by Sector, Tanzania Mainland, 2014 and 2015

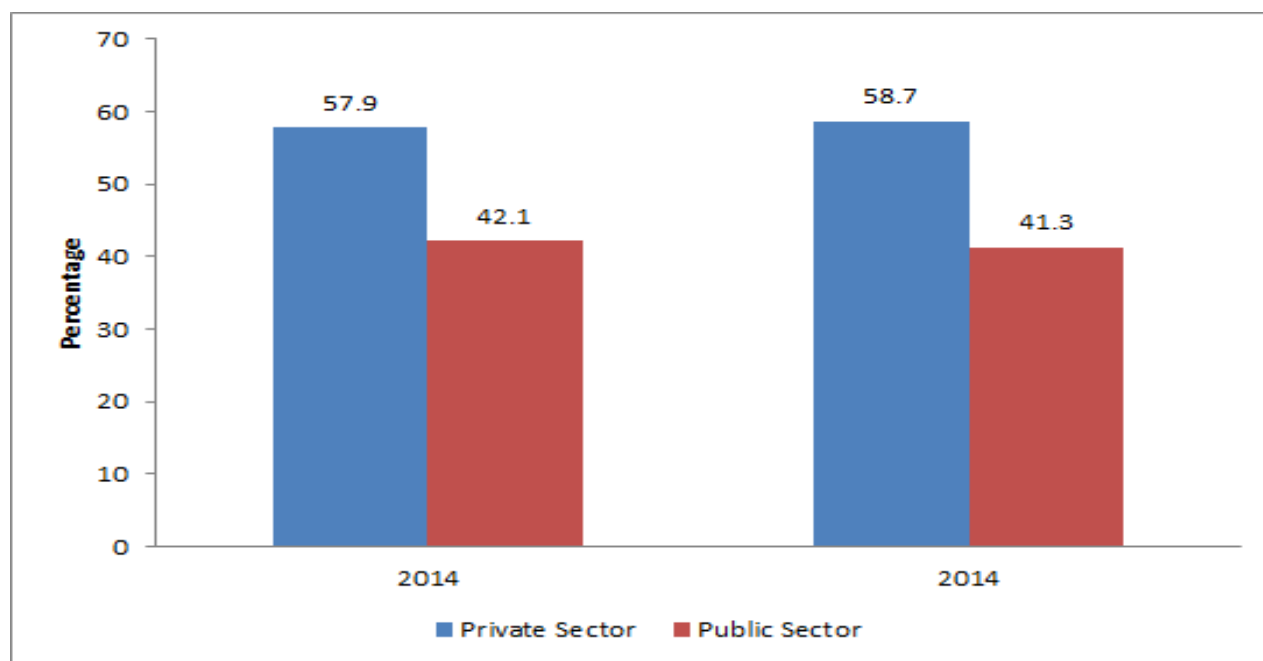


Chart 4.2 reveals that overall private sector had the largest proportion of total annual cash earnings in the formal sector compared to public sector in both 2014 and 2015.

The results indicate that, private sector had the highest proportion of the annual cash earnings and its contribution has increased from 57.9 percent in 2014 to 58.7 percent in 2015. On the other hand, annual cash earnings in the public sector have decreased slightly from 42.1 percent in 2014 to 41.3 percent in 2015. This indicates that, private sector is still the main contributor to the annual cash earnings in the economy.

4.7 Annual Cash Earnings of Employees by Industry

Cash earnings of employees are useful in determining the income generating capacity of different industries which is related to welfare of employees.

Table 4.5: Annual Cash Earnings of Employees by Industry (TZS Million), Tanzania Mainland, 2014 and 2015

Industry	2014	2015
Agriculture, forestry and fishing	297,691	458,064
Mining and quarrying	296,391	342,830
Manufacturing	2,090,802	2,768,935
Electricity, gas, steam and air conditioning supply	233,753	311,754
Water supply; sewerage, waste management and remediation activities	41,836	68,925
Construction	312,100	483,000
Wholesale and retail trade; repair of motor vehicles and mot	718,640	1,175,471
Transportation and storage	570,024	735,675
Accommodation and food service activities	430,741	606,303
Information and communication	482,405	494,643
Financial and insurance activities	749,463	1,296,674
Real estate activities	24,542	47,899
Professional, scientific and technical activities	307,565	392,319
Administrative and support service activities	225,354	320,074
Public administration and defense; compulsory social security	2,487,144	2,543,031
Education	2,816,708	4,476,688
Human health and social work activities	1,121,356	1,675,383
Arts, entertainment and recreation activities	37,630	64,874
Other service activities	528,820	777,179
Total	13,772,965	19,039,721

Table 4.5 shows that, there was a significant increase of the annual cash earnings from TZS 13,772,965 million in 2014 to TZS 19,039,721 million in 2015, which is an increase of 38.2 percent. The results further show that, across all industries, the highest annual cash earnings were in education industry with TZS 4,476,688 million, followed by manufacturing with TZS 2,768,935 million and public administration and defense; compulsory social security with TZS 2,543,031 million. Despite real estate

industry having the lowest annual cash earnings, it has increased considerably by 95.2 percent from TZS 24,542 million in 2014 to TZS 47,899 million in 2015.

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

The availability and effective use of cash earnings information of the country's workforce is crucial for the formulation and implementation of national development programmes, economic and basic earnings policy formulation. Cash earnings information is 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, 2015

Industry	Regular Employees	Casual Employees	Total
Agriculture, forestry and fishing	2.1	0.3	2.4
Mining and quarrying	1.8	0.0	1.8
Manufacturing	13.8	0.8	14.5
Electricity, gas, steam and air conditioning supply	1.6	0.0	1.6
Water supply; sewage, waste management and remediation activities	0.3	0.0	0.4
Construction	2.4	0.2	2.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	5.9	0.3	6.2
Transportation and storage	3.8	0.1	3.9
Accommodation and food service activities	3.1	0.1	3.2
Information and communication	2.5	0.1	2.6
Financial and insurance activities	6.8	0.0	6.8
Real estate activities	0.3	0.0	0.3
Professional, scientific and technical activities	2.0	0.0	2.1
Administrative and support service activities	1.7	0.0	1.7
Public administration and defence; compulsory social security	13.3	0.1	13.4
Education	23.4	0.1	23.5
Human health and social work activities	8.8	0.0	8.8
Arts, entertainment and recreation	0.3	0.0	0.3
Other service activities	4.0	0.0	4.1
Total Percent	97.9	2.1	100.0
Total Annual Cash Earning (TZS Million)	18,642,147	397,574	19,039,721

Table 4.6 shows that overall, regular employees had the largest proportions of annual cash earning (97.9 percent) as compared to casual employees (2.1 percent). Industries with relatively large proportions of annual cash earning for regular employees were education industry with 23.4 percent, followed by manufacturing industry with 13.8 percent and public administration and defense; compulsory social security with 13.3 percent. On the other hand, water supply; sewage, waste

management and remediation activities, real estate activities and arts, entertainment and recreation activities had the smallest proportion of annual cash earnings of 0.3 percent each for regular employees.

The industry where casual employees had the largest proportion of the total annual cash earnings was manufacturing industry with 0.8 percent of the total annual cash earnings. However, the proportions of annual cash earnings for casual employees in the remaining industries had negligible proportions of less than 0.4 percent of the total annual cash earnings.

Key message:

The results indicated that, the public sector continued to lead as it was in 2014 with more than three times of the average monthly cash earnings (TZS 1,063,064) compared to the monthly average earnings in the private sector (TZS 353,589). Employees in the financial and insurance activities continued to earn the largest monthly average cash earnings (TZS 1,198,224), whereas accommodation and food service activities had the smallest monthly average cash earnings (TZS 159,753).

CHAPTER FIVE

ANNUAL WAGE BILL PROFILE

5.1 Introduction

The term wage bill refers to gross cash payment made by a business establishment or industry and the actual cost of free rations paid by employers in respect to their employees. Wage bill is usually determined on an annual basis. The notion of wage bill is used in statistics to inform on costs incurred by employers in exchange for labour. Analysis of annual wage bill gives important information as it may have collateral implications on the financial allocations towards development or investment expenditures.

5.2 Annual Wage Bill by Sector

This section presents the distribution of annual wage bill by main sectors of employment. It indicates the cost incurred by employers in maintaining labour in private and public sectors.

Chart 5.1: Distribution of Annual Wage Bill (TZS Billion) by Sector, Tanzania Mainland, 2014 and 2015

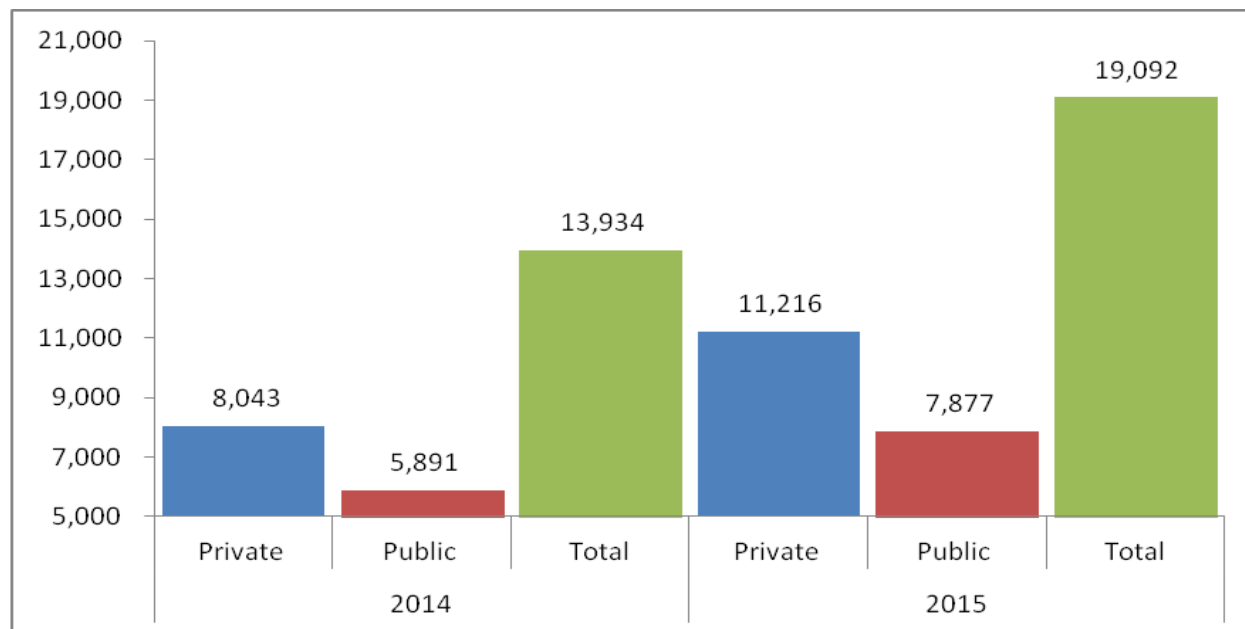


Chart 5.1 reveals that annual wage bill increased from TZS 13,934 billion in 2014 to TZS 19,092 billion in 2015. Overall, this increment in annual wage bill implies increased cost to employers in maintaining labour in 2015 compared to 2014. An increment in total annual wage bill in 2015 is

largely attributed to an increase in the private sector's annual wage bill from TZS 8,043 billion in 2014 to TZS 11,216 billion in 2015 (equivalent to 39.5 percent) compared to the public sector increment, from TZS 5,891 billion in 2014 to TZS 7,877 billion in 2015 (equivalent to 33.7 percent). A large increase of annual wage bill in private sector may have a detrimental effect of crowding out spending on investment.

5.3 Annual Wage Bill by Cash Earnings, Free Ration and Sector

This section presents information about two components of wage bill, i.e. cash earnings and free ration and their contribution to the change in the total annual wage bill by sector of employment from 2014 to 2015.

Table 5.1: Distribution of Annual Wage Bill (TZS Million) by Cash Earnings, Free Ration and Sector, Tanzania Mainland, 2014 and 2015

Sub-sector/ Sector	2014				2015			
	Cash Earnings	Free Ration	Wage Bill	Percentage of Free Ration	Cash Earnings	Free Ration	Wage Bill	Percentage of Free Ration
Private Sector								
Private Profit Making Institutions	6,101,685	61,081	6,162,766	1.0	8,376,606	34,859	8,411,465	0.4
Private Non-Profit Making Institutions	1,695,764	9,431	1,705,195	0.6	2,549,623	3,356	2,552,979	0.1
Cooperatives	174,023	1,264	175,287	0.7	250,772	592	251,364	0.2
Sub Total	7,971,472	71,776	8,043,248	0.9	11,177,000	38,808	11,215,808	0.3
Public Sector								
Central Government	1,649,768	88,518	1,738,286	5.1	1,838,788	13,520	1,852,308	0.7
Local Government (Urban)	657,958	354	658,312	0.1	526,451	154	526,605	0.0
Local Government (District)	2,778,277	98	2,778,375	0.0	4,755,145	0	4,755,145	0.0
Parastatal Profit Making Institutions	456,814	89	456,903	0.0	417,467	0	417,467	0.0
Parastatal Non-profit Making Institutions	258,676	532	259,208	0.2	324,869	289	325,158	0.1
Sub Total	5,801,493	89,591	5,891,084	1.5	7,862,721	13,963	7,876,683	0.2
Total	13,772,965	161,367	13,934,332	1.2	19,039,721	52,770	19,092,492	0.3

Table 5.1 reveals that contribution of free ration to the total annual wage bill has declined from 1.2 percent in 2014 to 0.3 percent in 2015. Despite the overall decline, it is observed that, the proportion of free ration in annual wage bill has substantially decreased in central government from 5.1 percent in 2014 to 0.7 percent 2015. The findings also show that there are small variations of the contribution of free ration in the total annual wage bill between 2014 and 2015.

5.4 Wage Bill by Industry

Wage bill by industry indicates that the relative costs of maintaining labour in various industries of the economy. Analysis of wage bill by industry together with other relevant information can provide an important basis for review of structure of wages or compensation of employees in a particular industry.

Table 5.2: Percentage Distribution of Annual Wage Bill by Industry, Tanzania Mainland, 2014 and 2015

Industry	2014	2015
Agriculture, forestry and fishing	2.2	2.4
Mining and quarrying	2.1	1.8
Manufacturing	15.1	14.6
Electricity, gas, steam and air conditioning supply	1.7	1.6
Water supply; sewerage, waste management and remediation activities	0.3	0.4
Construction	2.2	2.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	5.2	6.2
Transportation and storage	4.1	3.9
Accommodation and food service activities	3.2	3.2
Information and communication	3.5	2.6
Financial and insurance activities	5.4	6.8
Real estate activities	0.2	0.3
Professional, scientific and technical activities	2.2	2.1
Administrative and support service activities	1.6	1.7
Public administration and defense; compulsory social security	18.5	13.4
Education	20.3	23.5
Human health and social work activities	8.1	8.8
Arts, entertainment and recreation	0.3	0.3
Other service activities	3.8	4.1
Total	100.0	100.0
Annual Wage Bill (TZS Millions)	13,934,332	19,092,492

Table 5.2 indicates that in 2015 education industry had the largest share of annual wage bill of 23.5 percent followed by manufacturing industry with 14.6 percent and public administration and defense; compulsory social security had the third largest proportion of annual wage bill with 13.4 percent.

On the other hand industries of real estate activities and arts, entertainment and recreation had the smallest proportion of annual wage bills (0.3 percent each).

5.1 Annual Wage Bill for Selected Regions

This section presents information of annual wage bill for selected regions. Analysis of annual wage bill is presented for Arusha, Kilimanjaro, Morogoro, Dar es Salaam, Mbeya, Mwanza and Dodoma regions on the basis of their employment sizes relative to the non selected regions.

Chart 5. 2: Distribution of Annual Wage Bill by Selected Region, Tanzania Mainland, 2014 and 2015

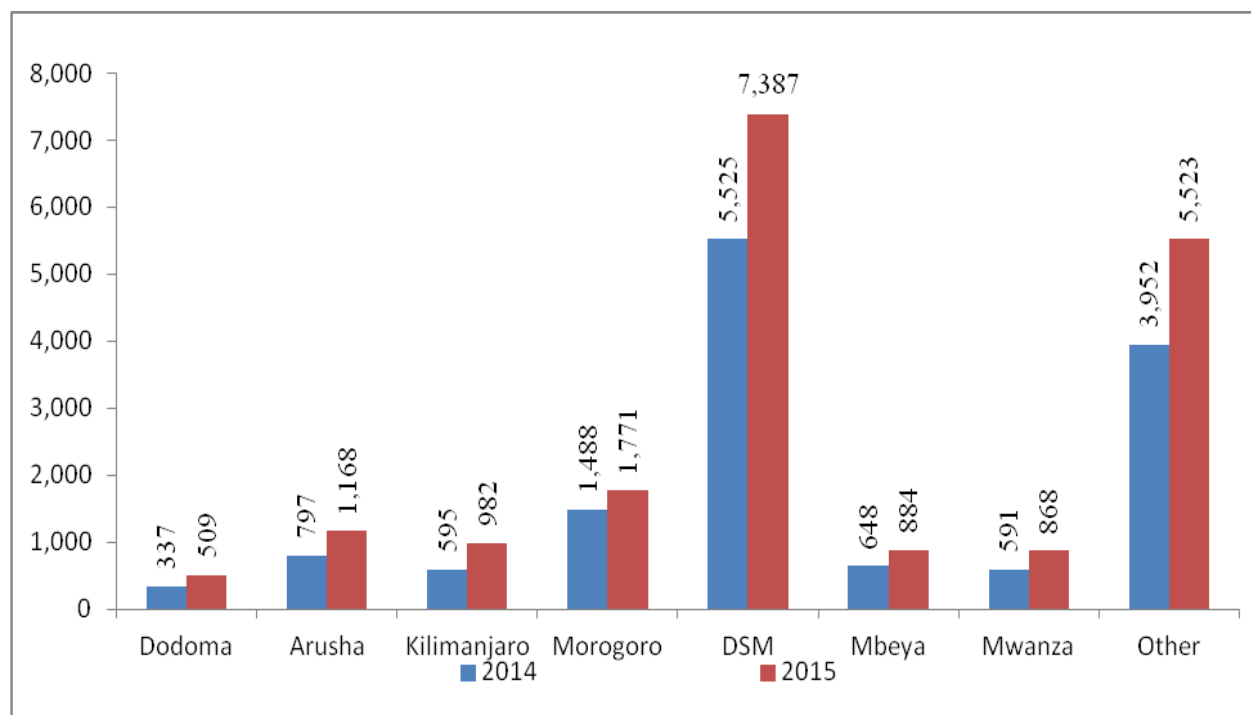


Chart 5.2 indicates that, Dar es Salaam had the largest annual wage bill of TZS 7,387 billion in 2015, an increased from TZS 5,525 billion recorded in 2014. Morogoro and Arusha regions had second and third largest annual wage bills in 2015 with TZS 1,771 and TZS 1,168 billion respectively. Among the selected regions Dodoma region had the smallest annual wage bill of TZS 509 billion in 2015.

Key message:

The results indicated that contribution of free ration to the total annual wage bill has declined from 1.2 percent in 2014 to 0.3 percent in 2015. The proportion of free ration in annual wage bill has substantially decreased in central government from 5.1 percent in 2014 to 0.7 percent 2015.

CHAPTER SIX

RECRUITMENT OF NEW WORKERS

6.1 Introduction

This chapter presents the findings on the newly recruited employees for the year 2014/15. Employers were asked to state the number of the employees newly recruited into their establishments during the 12 months period from 1st July, 2014 to 30th June, 2015. The data collected present information on the numbers of newly recruited employees in the formal sector by sex, occupation, level of education, main subject of training, country of origin, employment status, employees by region and starting salary (in Tanzanian Shillings) earned at the commencement of the service contract.

6.2 Recruited Employees by Nature of Position, Sex and Sector

The recruitment process provides the organisation 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, 2014/15

Sector	A: Fell vacant			B: New Position			Total (A+B)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private	12,021	12,248	24,269	13,452	8,879	22,331	25,474	21,127	46,601
Public	6,148	4,601	10,749	25,367	19,957	45,324	31,515	24,557	56,072
Total	18,169	16,849	35,018	38,819	28,835	67,654	56,988	45,684	102,672

Results in Table 6.1 reveal that the total number of newly recruited workers in 2015 was 102,672 of which 67,654 employees filled newly created posts and 35,018 employees filled existing vacancies. Among the newly recruited employees, there were more males (56,988) than females (45,684). On the other hand, public sector had more new recruits with 56,072 compared to private sector with 46,601.

6.3 Number of Newly Recruited Employees by Occupation and Sex, 2014/15

This section presents findings on the number of newly recruited employees for the period of 2014/15 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, 2014/15

Occupation	Male	Female	Total
Legislators, administrators and managers	1,896	1,575	3,471
Professionals	12,943	8,457	21,400
Technicians and associate professionals	25,515	22,862	48,377
Clerks	1,249	2,196	3,445
Service workers and shop sales workers	5,776	5,598	11,374
Agricultural and fishery workers	284	497	781
Craft and related workers	2,612	1,032	3,644
Plant and machine operators and assemblers	3,812	1,036	4,848
Elementary occupations	2,902	2,430	5,332
Total	56,988	45,684	102,672

Table 6.2 shows that technicians and associate professionals had the largest number of newly recruited employees with 48,377 in 2014/15 followed by professionals (21,400) and service workers and shop sales workers with 11,374 employees. The result further reveals that skilled agricultural and fishery workers had the smallest number of newly recruited employees of 781.

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

6.4 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, 2014/15

Occupation	Tertiary University	Tertiary Non University	Teacher's Education/College	Vocational Education	Secondary Education	Primary Education	No Education	Total
Legislators, administrators and managers	1,486	588	593	128	658	18	0	3,471
Professionals	17,161	1,987	1,675	160	219	179	19	21,400
Technicians and associate professionals	7,353	7,136	22,767	2,944	7,776	401	0	48,377
Clerks	180	1,007	476	450	1,072	260	0	3,445
Service workers and shop sales workers	52	215	400	2,114	3,877	4,491	225	11,374
Agricultural and fishery workers	18	92	7	101	145	410	9	781
Craft and related workers	37	64	37	376	343	2,734	53	3,644
Plant and machine operators and assemblers	27	12	97	2,299	1,441	794	177	4,848
Elementary occupations	69	57	111	1,668	1,767	1,462	197	5,332
Total	26,382	11,158	26,163	10,241	17,298	10,749	680	102,672

Table 6.3 shows that out of the total number of newly recruited employees in 2014/15, 26,382 (25.7 percent) attained tertiary university education. Among these, professionals accounted for the largest number (17,161 or 65.0 percent), followed by technicians and associate professionals with 7,353 employees (27.9 percent). Teacher or college level education ranked second among the newly recruited workers with 26,163 workers, where the majority are employed as technicians and associate professionals (87.0 percent).

Furthermore, secondary education was also found to be important in the formal sector with a large number of newly recruited workers amounting to 17,298 (16.8 percent). Among these, 7,776 (45.0 percent) were technicians and associate professionals and 3,877 (22.4 percent) were Service workers and shop sales workers. Results also indicate that job openings were very small for those with no education.

Although professional, technicians and associate professionals require high level of education there are still under utilization of skills for the newly recruited workers in terms of education level and occupation held. This is evidenced by the 180 employees with tertiary education in

Table 6.3 performing clerical tasks. This requires policy intervention to ensure full utilization available skills in the economy.

6.5 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 which can be used to determine education background of newly recruited male and female employees.

Table 6.4: Distribution of Number of Newly Recruited Employees by Sex and Level of Education, Tanzania Mainland, 2014/15

Level of education	Male		Female		Total Number
	Number	Percent	Number	Percent	
Tertiary University	16,605	29.1	9,777	21.4	26,382
Tertiary Non University	5,680	10.0	5,478	12.0	11,158
Teacher's Education/College	12,924	22.7	13,239	29.0	26,163
Vocational Education	6,527	11.5	3,714	8.1	10,241
Secondary Education	9,235	16.2	8,063	17.6	17,298
Primary Education	5,618	9.9	5,131	11.2	10,749
No Education	398	0.7	283	0.6	680
Total	56,988	100.0	45,684	100.0	102,672

Table 6.4 shows that there was a larger number of newly recruited male employees with tertiary university education amounting to 16,605 (29.1 percent) compared to females workers (9,777 or 21.4 percent). The proportion of newly recruited employees in teacher's education or college education was higher for females (13,239 or 29.0 percent) than for males (12,924 or 22.7 percent).

6.6 Newly Recruited Employees by Sector and Employment Status

This section presents information on the distribution of the newly recruited workers by status of employment in the formal sector of the economy. 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, Sub Sector and Status of Employment, Tanzania Mainland, 2014/15

Sector/Sub-sector	Status of Employment					
	Permanent	Contractual	Casual	Apprentices	Others	Total
A. Private Sector						
Profit Making Institutions	13,958	10,107	5,239	228	753	30,284
Non Profit Making Institutions	8,955	6,129	263	119	310	15,776
Cooperatives	217	262	18	0	43	541
Sub-total	23,130	16,498	5,520	346	1,106	46,601
Percentage	49.6	35.4	11.8	0.7	2.4	100.0
B. Public Sector						
Central Government	3,824	120	1	0	12	3,958
Local Government (Urban)	2,343	80	0	0	18	2,441
Local Government (District)	48,011	215	9	0	69	48,304
Parastatal Profit Making	423	10	0	0	0	433
Parastatal Non Profit Making	892	44	0	0	0	936
Sub-total	55,493	469	10	0	99	56,072
Percent	99.0	0.8	0.0	0.0	0.2	100.0
Total	78,623	16,967	5,530	346	1,205	102,673
Percent	76.6	16.5	5.4	0.3	1.2	100.0

Table 6.5 indicate that, out of the total number of newly recruited employees, the largest number (78,623 or 76.6 percent) was employed on permanent basis, followed by those employed on contractual basis (16,967 or 16.5 percent) and those employed as casual workers (5,530 or 5.4 percent). Results also reveal that almost all newly recruited workers in the public sector were employed under permanent terms (99.0 percent). In the private sector the proportion of newly recruited workers under permanent terms accounted for 49.6 percent followed by those employed under contractual terms (35.4 percent) and casual workers with 11.8 percent. Casual terms which are mostly associated with indecent work conditions were found to be more common in private profit making institutions with 5,239 newly recruited workers.

6.7 Newly Recruited Employees by Occupation and Citizenship

This section analyzes the distribution of the newly recruited workers by occupation and citizenship. The information can be used to identify occupations that are mostly held by foreigners and therefore, inform policy or programmes to enhance availability of skills to citizen candidates.

Table 6.6: Number of Newly Recruited Employees by Occupation and Citizenship, Tanzania Mainland, 2014/15

Occupation	Tanzanian	Non-Citizen	Total
Legislators, administrators and managers	3,401	71	3,471
Professionals	21,335	64	21,400
Technicians and associate professionals	48,063	314	48,377
Clerks	3,440	5	3,445
Service workers and shop sales workers	11,370	4	11,374
Agricultural and fishery workers	781	0	781
Craft and related workers	3,599	45	3,644
Plant and machine operators and assemblers	4,836	12	4,848
Elementary occupations	5,332	0	5,332
Total	102,157	515	102,672

Table 6.6 shows that the majority of newly recruited workers were Tanzanians (102,157 or 99.5 percent) while non-citizens accounted for only 0.5 percent (515 workers). The majority of non-citizen employees were employed as technicians and associate professionals (314) followed by legislators, administrators and managers with 71 employees and professionals with 64 newly recruited non-citizen employees.

6.8 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, 2014/15

Region	Male	Female	Total
Dodoma	2,055	1,879	3,934
Arusha	1,453	1,319	2,773
Kilimanjaro	4,074	5,681	9,755
Tanga	1,753	1,671	3,424
Morogoro	3,293	3,983	7,276
Pwani	1,374	1,818	3,192
Dar es Salaam	9,494	5,951	15,445
Lindi	868	516	1,384
Mtwara	414	284	698
Ruvuma	708	1,166	1,873
Iringa	3,050	1,657	4,707
Mbeya	4,596	3,397	7,993
Singida	1,563	831	2,393
Tabora	2,295	1,375	3,670
Rukwa	753	364	1,116
Kigoma	994	693	1,687
Shinyanga	2,481	1,237	3,718
Kagera	2,554	1,669	4,223
Mwanza	3,522	3,575	7,097
Mara	3,997	2,065	6,062
Manyara	878	614	1,491
Njombe	511	632	1,142
Katavi	476	301	777
Simiyu	1,862	1,170	3,031
Geita	1,972	1,836	3,808
Total	56,988	45,684	102,672

Table 6.7 indicates that Dar es Salaam region had the largest number of newly recruited workers (15,445 or 15.0 percent) followed by Mbeya region (7,993 or 7.8 percent) and Morogoro region (7,276 or 7.1 percent). Mtwara region had the smallest number of newly recruited workers (698 or 0.7 percent).

It was also revealed that there were more newly recruited male than female employees in all regions except for Kilimanjaro, Pwani, Morogoro, Ruvuma, Mwanza and Njombe. However the larger gender gaps in newly recruited employees are observed in Dar es Salaam region (9,494 males and 5,951 females) and Mara region (3,997 males and 2,065 females).

6.9 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, 2014/15

Occupation	Starting Monthly Salary (TZS)						Total
	Up to 100,000	100,001-150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	
Legislators, administrators and managers	100	67	293	1,473	797	741	3,471
Professionals	418	308	1,173	2,643	15,224	1,633	21,400
Technicians and associate professionals	690	3,108	4,264	27,795	12,042	478	48,377
Clerks	509	592	627	1,373	302	41	3,445
Service workers and shop sales workers	4,713	3,139	2,270	923	312	17	11,374
Agricultural and fishery workers	178	275	180	105	41	2	781
Craft and related workers	416	2,600	264	260	84	21	3,644
Plant and machine operators and assemblers	184	1,259	2,199	884	289	33	4,848
Elementary occupations	1,001	1,022	1,364	1,756	188		5,332
Total	8,209	12,370	12,634	37,213	29,281	2,966	102,672

Table 6.8 shows that the largest number of newly recruited employees (37,213 or 36.2 percent) had a starting salary of TZS 300,001 to 500,000, followed by those with a starting salary of TZS 500,001 to TZS 1,500,000 (29,281 or 28.5 percent). It was also found that newly recruited employees earning above TZS 1,500,000 were 2,966 (2.9 percent) and those with starting salary of up to TZS 100,000 were 8,209 (8.0 percent).

Results further reveal that the majority of technicians and associate professionals (27,795 or 57.5 percent) had a starting salary of TZS 300,001 to 500,000 while the majority of professionals (15,224 or 71.1 percent) had a starting salary of TZS 500,001 to TZS 1,500,000.

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

In most cases education qualification of the employee has an important influence on the remuneration. This section analyses the distribution of newly recruited employees by level of education indicating how salaries vary with levels of education.

Table 6.9: Number of Newly Recruited Employees by Level of Education and Starting Monthly Salary, Tanzania Mainland, 2014/15

Level of Education	Starting Monthly Salary (TZS)						Total
	Up to 100,000	100,001-150,000	150,001-300,000	300,001-500,000	500,001-1,500,000	Above 1,500,000	
Tertiary University	299	163	910	3,024	19,514	2,471	26,382
Tertiary Non University	140	221	1,163	5,859	3,490	285	11,158
Teacher's Education/College	522	2,405	2,059	17,531	3,610	34	26,163
Vocational Education	836	1,425	3,408	3,305	1,219	48	10,241
Secondary Education	1,626	3,377	3,909	6,907	1,352	127	17,298
Primary Education	4,686	4,592	931	446	94	0	10,749
No Education	99	186	254	141	0	0	680
Total	8,209	12,370	12,634	37,213	29,281	2,966	102,672

Table 6.9 indicates that the majority of newly recruited employees with tertiary university education (19,514 or 74.0 percent) had a starting salary of from TZS 500,001 to 1,500,000. Most of newly recruited employees with teacher's or college education (17,531 or 67.0 percent) had starting salary of from TZS 300,001 to 500,000.

Key message:

The largest numbers of newly recruited workers were technicians and associate professionals with 48,377 persons, followed by professionals (21,400 persons) and service workers and shop sales workers with 11,374 persons.

CHAPTER SEVEN

JOB VACANCIES

7.1 Introduction

Analysis of job vacancies presents information about unmet labour demand. This information is used in various ways, including improvement of the way which the labour market functions by pinpointing emerging labour shortages. The analysis is also used in understanding business cycles. This Chapter presents analysis of job vacancies in the formal sector with respect to industry, occupation, required qualifications and reasons for such vacancies.

7.2 Job Vacancies by Occupation and Working Experience Required

Work experience is an important factor for acquiring certain types of jobs. It is a good indicator of the employee's knowledge about the specific roles of the job. This section presents information on job vacancies in different occupations against the experience required.

Table 7.1: Number of Job Vacancies by Occupation and Working Experience Required, Tanzania Mainland, 2014/15

Occupation	Working Experience Required				Total
	Not Required	1 to 2 Years	3 to 4 Years	5 Years and Above	
Legislators, administrators and managers	3,737	560	277	229	4,803
Professionals	23,749	4,548	2,032	551	30,880
Technicians and associate professionals	63,673	7,755	1,054	468	72,950
Clerks	2,622	1,008	82	63	3,776
Service workers and shop sales workers	12,376	1,774	283	39	14,472
Agricultural and fishery workers	1,233	29	22	3	1,287
Craft and related workers	754	299	55	25	1,133
Plant and machine operators and assemblers	751	690	319	104	1,864
Elementary occupations	4,057	422	16	35	4,530
Total	112,953	17,086	4,140	1,516	135,694

Table 7.1 shows that out of 135,694 vacancies, 112,953 vacancies (83.2 percent) required no prior working experience, followed by vacancies that required 1 to 2 years working experience with 17,086 vacancies (12.6 percent). Job vacancies that demand relatively longer durations of

experience (5 years and above) were 1,516 (1.1 percent). Furthermore the largest number of vacancies were in regard to technicians and associate professionals with 72,950 vacancies (53.8 percent) followed by professionals with 30,880 vacancies (22.8 percent).

7.3 Job Vacancies by Occupation and Sex Preference

This section presents findings on the distribution of job vacancies by occupation and sex preference. The analysis with respect to sex preference can be used to determine distribution of male and female in different occupations.

Table 7.2: Percentage Distribution of Job Vacancies by Occupation and Sex Preference, Tanzania Mainland, 2014/15

Occupation	Sex Preference			Total
	Male	Female	Any	
Legislators, administrators and managers	1.8	2.7	95.5	100
Professionals	4.8	2.5	92.7	100
Technicians and associate professionals	4.7	3.9	91.4	100
Clerks	3.7	17.4	78.9	100
Service workers and shop sales workers	12.3	5.5	82.2	100
Agricultural and fishery workers	6.3	9.9	83.8	100
Craft and related workers	39.2	16.7	44.1	100
Plant and machine operators and assemblers	43.2	4.1	52.7	100
Elementary occupations	7.2	4.9	88.0	100
Total Percent	7.2	4.9	88.0	100

Table 7.2 reveals that a larger proportion of available vacancies (88.0 percent) in 2014/15 did not indicate sex preference. However, a higher proportion of vacancies indicated that they preferred males (7.2 percent) to females (4.9 percent).

Despite having the same qualification, plant and machine operators and assemblers, males had higher chances of being employed (43.2 percent) compared to females (4.1 percent), followed by craft and related workers (39.2 percent for males and 16.7 percent for females). On the other hand, clerical works vacancies prefer females (17.4 percent) to males (3.7 percent).

7.4 Job Vacancies by Industry and Reason

Having unfilled job vacancies add more workload to the existing employees hence, reducing labour efficiency and impairing organizations' performance. This section focuses on the distribution of the number of vacancies by industrial activity and reason for such vacancies. This information is useful for human resource and organizational planning.

Table 7.3: Percentage Distribution of Job Vacancies by Industry and Reasons for the Vacancy, Tanzania Mainland, 2014/15

Industry	Reason for the Vacancy		Total
	Replacement	New Position	
Agriculture, forestry and fishing	3.9	3.6	3.6
Mining and quarrying	0.3	0.2	0.2
Manufacturing	3.4	0.7	1.1
Electricity, gas, steam and air conditioning supply	0.1	0.1	0.1
Water supply; sewage, waste management and remediation activities	0.6	0.6	0.6
Construction	0.5	0.3	0.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	2.0	0.4	0.6
Transportation and storage	1.1	0.1	0.3
Accommodation and food service activities	5.2	0.9	1.6
Information and communication	0.8	0.1	0.2
Financial and insurance activities	0.8	0.2	0.3
Real estate activities	0.0	0.0	0.0
Professional, scientific and technical activities	2.0	1.3	1.4
Administrative and support service activities	0.9	0.2	0.4
Public administration and defense; compulsory social security	33.6	34.0	33.9
Education	26.0	36.6	34.8
Human health and social work activities	12.5	18.4	17.4
Arts, entertainment and recreation	0.8	0.0	0.1
Other service activities	5.4	2.4	2.9
Total Percent	100.0	100.0	100.0
Total Job Vacancies	22,582	113,112	135,694

Table 7.3 indicates that out of a total of 135,694 vacancies, 113,112 vacancies (83.4 percent) were newly created positions in organizations and 22,582 vacancies (16.6 percent) were due to replacement. With regards to the reasons of the vacancies, most of the newly created vacancies are in education industry (36.6 percent) followed by public administration and defense; compulsory social security (34.0 percent). The same industries have larger proportions of vacancies that are due to replacement with 26.0 percent and 33.6 percent respectively.

7.5 Job Vacancies by Industry and Level of Education

Analysis in this section shows the distribution of the existing vacancies by industry and required level of education. This information helps to reveal industrial categories that have large proportions of vacancies for different levels of education. Information on level of education in relation to the job vacancies may create a need for planners and decision makers to allocate more resources on level of education that has many job vacancies.

Table 7.4: Percentage Distribution of Job Vacancies by Industry and Level of Education, Tanzania Mainland, 2014/15

Industry	Tertiary University	Tertiary Non University	Teacher's Education/College	Vocational Education	Secondary A-Level	Secondary O-Level	Primary Education	Total
Agriculture, forestry and fishing	1.1	3.8	0.5	3.0	6.8	1.7	45.6	3.6
Mining and quarrying	0.3	0.1	0.0	0.3	0.0	0.0	2.9	0.2
Manufacturing	0.9	0.9	0.1	5.5	0.7	1.3	5.5	1.1
Electricity, gas, steam and air conditioning supply	0.3	0.1	0.0	0.2	0.0	0.0	0.0	0.1
Water supply; sewage, waste management and remediation activities	0.8	0.8	0.2	2.6	0.0	0.2	0.3	0.6
Construction	1.2	0.1	0.0	0.1	0.0	0.4	0.0	0.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	0.4	0.2	0.1	4.6	0.6	1.1	1.7	0.6
Transportation and storage	0.1	0.5	0.1	1.8	0.8	0.1	0.0	0.3
Accommodation and food service activities	0.3	0.4	0.1	11.3	2.6	2.1	9.4	1.6
Information and communication	0.7	0.2	0.0	0.3	0.2	0.2	0.0	0.2
Financial and insurance activities	0.6	0.5	0.0	0.6	0.1	0.1	0.0	0.3
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	2.1	1.2	0.4	1.8	3.2	2.7	0.8	1.4
Administrative and support service activities	0.4	0.3	0.0	0.4	0.0	0.6	1.9	0.4
Public administration and defense; compulsory social security	33.8	47.9	24.7	23.0	25.9	51.9	1.6	33.9
Education	40.7	12.6	55.9	18.8	26.6	21.7	13.4	34.8
Human health and social work activities	13.4	29.9	17.4	19.4	20.6	9.6	0.6	17.4
Arts, entertainment and recreation	0.2	0.2	0.0	0.2	0.0	0.4	0.0	0.1
Other service activities	2.6	0.5	0.5	6.3	12.0	6.0	16.3	2.9
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Job Vacancies	26,239	26,974	46,368	7,780	2,931	19,650	5,752	135,694

Table 7.4 indicates that about a third of job vacancies (34.2 percent) require employees with qualification of teacher education or college education. There are nearly equal proportions of vacancies that require employees with qualifications of tertiary non-university (19.9 percent) and tertiary university with 19.3 percent.

Most vacancies that require tertiary university education were in education industry (40.7 percent) and public administration and defense; compulsory social security with 33.8 percent. On the other hand, public administration and defense; compulsory social security have the largest proportions of vacancies (47.9 percent) that require tertiary non-university followed by human health and social work activities (29.9 percent).

Key message:

The occupations that have many job vacancies that prefer male employees were in Plant and machine operators and assemblers with 43.2 percent. Clerical works have relatively more job vacancies that prefer females (17.4 percent).

Appendices for Chapter Two

Table A1: Number of Total Regular employees by Age Group, Sector and Sex, Tanzania Mainland, 2015

Age Group		2015		
		Private	Public	Total
Adult (36+ Yrs)	Male	49,553	265,497	915,050
	Female	302,835	197,608	500,443
	Sub Total	952,388	463,105	1,415,493
Youth (15 -35 Yrs)	Male	207,625	174,877	382,503
	Female	144,639	117,377	262,017
	Sub Total	352,265	292,255	644,519
Grand Total		1,304,653	755,360	2,060,013

Table A2: Number of Total Employees by Sub Sector and Sex, Tanzania Mainland, 2014 and 2015

Sector	2014			2015		
	Male	Female	Total	Male	Female	Total
A: PRIVATE SECTOR						
Private Profit Making Institutions	788,034	399,520	1,187,554	848,558	400,284	1,248,841
Private Non Profit Making Institutions	119,741	102,120	221,862	158,426	130,418	288,844
Cooperatives	16,162	7,407	23,569	21,147	9,333	30,480
Total A:	923,938	509,047	1,432,985	1,028,130	540,035	1,568,165
B: PUBLIC SECTOR						
Central and Local Government	393,486	260,018	653,504	421,020	304,242	725,262
Parastatal Organisation	38,211	16,651	54,862	27,655	13,886	41,541
Total B:	431,697	276,669	708,366	448,675	318,129	766,803
Grand Total	1,355,635	785,716	2,141,351	1,476,805	858,164	2,334,969

Table A3: Number of Total Adult (36+ years) Employees by Sub Sector and Sex, Tanzania Mainland 2015

Sector	Male	Female	Total
A: PRIVATE SECTOR			
Private Profit Making Institutions	630,521	269,479	900,000
Private Non Profit Making Institutions	124,019	94,677	218,695
Cooperatives	17,140	7,473	24,613
Total A:	771,680	371,628	1,143,308
B: PUBLIC SECTOR			
Central and Local Government	248,559	188,367	436,926
Parastatal Organisation	22,976	10,730	33,706
Total B:	271,535	199,097	470,632
Total	1,043,215	570,725	1,613,940

Table A4: Number of Total Youth (15 - 35 years) Employees by Sub Sector and Sex, Tanzania Mainland 2015

Sector	Male	Female	Total
A: PRIVATE SECTOR			
Private Profit Making Institutions	218,037	130,805	348,841
Private Non Profit Making Institutions	34,407	35,742	70,149
Cooperatives	4,006	1,861	5,867
Total A:	256,450	168,407	424,857
B: PUBLIC SECTOR			
Central and Local Government	172,460	115,875	288,336
Parastatal Organisation	4,679	3,156	7,835
Total B:	177,140	119,032	296,171
Grand Total	433,590	287,439	721,028

Table A5: Number of Regular Employees by Citizenship and Sub-Sector, Tanzania Mainland, 2014 and 2015

Sector		Citizen		Non-Citizen		Total	
		2014	2015	2014	2015	2014	2015
A: Private	Private Profit Making Institutions.	843,905	987,162	16,219	14,201	860,124	1,001,363
	Private Non Profit Making Institutions.	204,566	270,859	2,578	3,767	207,144	274,626
	Cooperatives	20,767	27,826	507	838	21,274	28,664
Total :A		1,069,237	1,285,847	19,305	18,806	1,088,542	1,304,653
B: Public	Central and Local Government	640,805	714,404	3	123	640,808	714,527
	Urban Parastatal Organisation	52,366	40,674	184	158	52,550	40,832
Total :B		693,170	755,078	187	281	693,358	755,360
Total : (A+B)		1,762,408	2,040,925	19,492	19,088	1,781,900	2,060,013

Table A6: Number of Total Employees by Industrial Major Division and Category of Employment, Tanzania Mainland, 2014 and 2015

Industry	Regular Employees		Casual Employees		Grand total	
	2014	2015	2014	2015	2014	2015
Agriculture, forestry and fishing	52,413	75,323	65,294	61,416	117,708	136,739
Mining and quarrying	23,575	29,093	944	1,165	24,519	30,259
Manufacturing	325,150	334,964	97,931	87,144	423,081	422,108
Electricity, gas, steam and air conditioning supply	18,017	21,659	323	545	18,340	22,204
Water supply; sewage, waste management and remediation activities	4,838	7,695	1,806	1,837	6,644	9,532
Construction	34,739	42,023	16,658	16,335	51,398	58,358
Wholesale and retail trade; repair of motor vehicles and motorcycles	121,226	158,666	18,144	27,913	139,370	186,579
Transportation and storage	60,649	58,085	5,166	5,511	65,815	63,596
Accommodation and food service activities	127,010	158,482	13,558	10,204	140,568	168,687
Information and communication	24,283	28,237	92,897	32,761	117,181	60,998
Financial and insurance activities	34,438	43,503	462	794	34,901	44,297
Real estate activities	2,220	4,751	319	96	2,539	4,847
Professional, scientific and technical activities	25,862	24,200	7,989	2,453	33,851	26,654
Administrative and support service activities	49,910	62,676	9,703	3,202	59,614	65,878
Public administration and defence; compulsory social security	306,902	290,923	6,322	4,234	313,225	295,157
Education	357,059	447,997	9,066	9,073	366,125	457,070
Human Health and social work activities	125,367	164,065	4,961	3,779	130,329	167,843
Arts, entertainment and recreation	4,830	7,043	90	194	4,919	7,236
Other service activities	83,411	100,630	7,814	6,300	91,225	106,930
Total	1,781,900	2,060,013	359,451	274,956	2,141,351	2,334,969

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

Industry	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	51,810	23,513	75,323	39,848	21,568	61,416	136,739
Mining and quarrying	25,628	3,466	29,093	1,007	158	1,165	30,259
Manufacturing	243,430	91,533	334,964	51,956	35,189	87,144	422,108
Electricity, gas, steam and air conditioning supply	17,141	4,518	21,659	416	129	545	22,204
Water supply; sewage, waste management and remediation activities	5,563	2,131	7,695	1,634	203	1,837	9,532
Construction	35,474	6,549	42,023	13,262	3,073	16,335	58,358
Wholesale and retail trade; repair of motor vehicles and motorcycles	120,985	37,681	158,666	22,730	5,183	27,913	186,579
Transportation and storage	46,679	11,406	58,085	4,646	865	5,511	63,596
Accommodation and food service activities	69,147	89,335	158,482	5,097	5,107	10,204	168,687
Information and communication	18,763	9,474	28,237	18,261	14,500	32,761	60,998
Financial and insurance activities	24,058	19,445	43,503	497	297	794	44,297
Real estate activities	3,323	1,428	4,751	61	34	96	4,847
Professional, scientific and technical activities	16,062	8,138	24,200	1,424	1,029	2,453	26,654
Administrative and support service activities	47,461	15,215	62,676	2,823	379	3,202	65,878
Public administration and defence; compulsory social security	189,900	101,023	290,923	2,967	1,267	4,234	295,157
Education	250,575	197,422	447,997	6,197	2,876	9,073	457,070
Human Health and social work activities	60,975	103,090	164,065	2,015	1,764	3,779	167,843
Arts, entertainment and recreation	4,058	2,985	7,043	94	100	194	7,236
Other service activities	66,521	34,109	100,630	4,318	1,982	6,300	106,930
Total	1,297,553	762,460	2,060,013	179,252	95,704	274,956	2,334,969

Table A8: Number of Total Employees by Industry and Sector, Tanzania Mainland, 2014 and 2015

Industry	Private		Public		Total	
	2014	2015	2014	2015	2014	2015
Agriculture, forestry and fishing	116,129	135,083	1,578	1,655	117,708	136,739
Mining and quarrying	24,519	30,227	0	32	24,519	30,259
Manufacturing	420,985	421,637	2,096	471	423,081	422,108
Electricity, gas, steam and air conditioning supply	6,585	8,115	11,755	14,088	18,340	22,204
Water supply; sewage, waste management and remediation activities	1,714	2,099	4,930	7,433	6,644	9,532
Construction	51,398	56,766	0	1,592	51,398	58,358
Wholesale and retail trade; repair of motor vehicles and motorcycles	139,370	186,564	0	14	139,370	186,579
Transportation and storage	52,972	55,733	12,843	7,863	65,815	63,596
Accommodation and food service activities	140,568	168,687	0	0	140,568	168,687
Information and communication	113,680	57,536	3,500	3,461	117,181	60,998
Financial and insurance activities	28,293	33,348	6,608	10,949	34,901	44,297
Real estate activities	1,976	3,583	563	1,263	2,539	4,847
Professional, scientific and technical activities	17,382	13,294	16,469	13,359	33,851	26,654
Administrative and support service activities	59,182	65,457	432	421	59,614	65,878
Public administration and defence; compulsory social security	2,829	3,166	310,396	291,991	313,225	295,157
Education	92,569	131,110	273,556	325,960	366,125	457,070
Human Health and social work activities	69,191	84,843	61,138	83,000	130,329	167,843
Arts, entertainment and recreation	4,919	6,216	0	1,020	4,919	7,236
Other service activities	88,723	104,700	2,502	2,230	91,225	106,930
Total	1,432,985	1,568,165	708,366	766,803	2,141,351	2,334,969

Table A9: Number of Total Employees by Industry, Age Group and Sex, Tanzania Mainland, 2015

Industry	Adults (36+ Yrs)			Youth (15 - 35) Yrs)			Grand total
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	72,655	33,436	106,092	19,003	11,644	30,647	136,739
Mining and quarrying	13,372	2,064	15,436	13,263	1,560	14,823	30,259
Manufacturing	233,544	100,180	333,724	61,842	26,542	88,385	422,108
Electricity, gas, steam and air conditioning supply	14,998	3,832	18,830	2,559	815	3,373	22,204
Water supply; sewage, waste management and remediation activities	5,521	1,429	6,949	1,677	906	2,582	9,532
Construction	34,601	6,071	40,672	14,135	3,551	17,686	58,358
Wholesale and retail trade; repair of motor vehicles and motorcycles	99,480	26,604	126,084	44,235	16,260	60,495	186,579
Transportation and storage	38,837	8,730	47,567	12,488	3,542	16,029	63,596
Accommodation and food service activities	48,260	44,590	92,850	25,984	49,852	75,836	168,687
Information and communication	33,722	21,130	54,852	3,302	2,844	6,146	60,998
Financial and insurance activities	19,431	14,837	34,268	5,124	4,905	10,029	44,297
Real estate activities	2,188	1,096	3,285	1,196	366	1,562	4,847
Professional, scientific and technical activities	12,950	6,174	19,124	4,536	2,993	7,530	26,654
Administrative and support service activities	36,625	11,177	47,802	13,659	4,417	18,076	65,878
Public administration and defence; compulsory social security	111,445	64,169	175,614	81,421	38,121	119,543	295,157
Education	156,472	122,220	278,693	100,300	78,078	178,377	457,070
Human Health and social work activities	44,930	72,771	117,701	18,059	32,083	50,143	167,843
Arts, entertainment and recreation	2,582	2,019	4,601	1,570	1,065	2,635	7,236
Other service activities	61,602	28,196	89,798	9,237	7,895	17,132	106,930
Total	1,043,215	570,725	1,613,940	433,590	287,439	721,028	2,334,969

**Table A10: Number of Regular Employees by Citizenship and Industry, Tanzania
Mainland, 2015**

Industry	Citizen	Non-citizen	Total
Agriculture, forestry and fishing	74,697	626	75,323
Mining and quarrying	28,731	363	29093
Manufacturing	328,581	6,383	334964
Electricity, gas, steam and air conditioning supply	21,536	123	21659
Water supply; sewage, waste management and remediation activities	7,692	3	7695
Construction	40,830	1,192	42023
Wholesale and retail trade; repair of motor vehicles and motorcycles	156,077	2,589	158666
Transportation and storage	57,676	409	58085
Accommodation and food service activities	156,843	1,639	158482
Information and communication	27,878	359	28237
Financial and insurance activities	43,268	234	43503
Real estate activities	4,751	0	4751
Professional, scientific and technical activities	24,175	25	24200
Administrative and support service activities	62,155	521	62676
Public administration and defence; compulsory social security	290,890	33	290923
Education	444,785	3,212	447997
Human Health and social work activities	163,435	629	164065
Arts, entertainment and recreation	6,965	77	7043
Other service activities	99,961	669	100630
Activities of Households as employers: undifferentiated good	0	0	0
Activities of Extraterritorial	0	0	0
Total	2,040,925	19,088	2,060,013

Table A11: Number of Total Employees by Region and Sector, Tanzania Mainland, 2014 and 2015

Region	Private		Public		Total	
	2014	2015	2014	2015	2014	2015
Dodoma	15,934	22,368	37,039	39,513	52,973	61,880
Arusha	109,477	138,099	25,164	26,595	134,641	164,693
Kilimanjaro	65,523	87,953	37,070	40,105	102,593	128,057
Tanga	55,617	72,166	35,964	37,897	91,581	110,063
Morogoro	187,818	194,037	71,931	74,834	259,749	268,871
Pwani	19,051	20,587	29,133	27,566	48,183	48,153
Dar es Salaam	628,026	614,445	92,454	100,784	720,480	715,229
Lindi	4,084	5,855	23,728	22,563	27,813	28,417
Mtwara	12,080	12,161	15,674	16,087	27,754	28,249
Ruvuma	23,058	22,519	20,542	23,065	43,600	45,585
Iringa	32,173	35,527	24,647	27,746	56,820	63,273
Mbeya	53,597	65,548	49,705	54,037	103,302	119,586
Singida	11,367	15,337	20,959	22,864	32,326	38,201
Tabora	9,067	14,090	23,351	23,767	32,418	37,857
Rukwa	5,875	8,998	12,344	16,104	18,219	25,102
Kigoma	11,687	14,601	22,646	26,689	34,333	41,290
Shinyanga	26,894	26,492	27,389	28,174	54,283	54,666
Kagera	15,492	19,897	21,075	27,794	36,567	47,691
Mwanza	90,784	102,992	35,899	40,644	126,683	143,635
Mara	13,383	17,922	28,440	29,038	41,823	46,959
Manyara	13,735	15,811	15,004	17,133	28,738	32,944
Njombe	6,834	8,924	10,117	10,523	16,951	19,448
Katavi	744	821	4,086	7,104	4,830	7,925
Simiyu	2,572	4,741	16,409	17,469	18,981	22,210
Geita	18,113	26,275	7,595	8,709	25,708	34,984
Total	1,432,985	1,568,165	708,366	766,803	2,141,351	2,334,969

**Table A12: Number of Total Employees in Private Sector by Region and Age Group,
Tanzania Mainland, 2015.**

Region	Adult (36+ Years)			Youth (15 - 35 Years)			Grand total
	Male	Female	Total	Male	Female	Total	
Dodoma	7,000	4,280	11,280	5,698	5,389	11,087	22,368
Arusha	67,028	49,191	116,220	12,988	8,891	21,879	138,099
Kilimanjaro	37,449	24,644	62,093	14,550	11,310	25,860	87,953
Tanga	34,006	25,869	59,875	7,240	5,051	12,291	72,166
Morogoro	138,163	40,623	178,786	8,398	6,853	15,251	194,037
Pwani	9,082	4,166	13,248	4,742	2,596	7,339	20,587
Dar es Salaam	302,476	133,442	435,918	109,372	69,155	178,527	614,445
Lindi	1,700	1,922	3,622	1,114	1,119	2,233	5,855
Mtwara	5,790	2,293	8,082	2,503	1,576	4,079	12,161
Ruvuma	7,608	5,206	12,813	5,538	4,168	9,706	22,519
Iringa	13,798	7,070	20,868	9,280	5,379	14,659	35,527
Mbeya	32,794	16,773	49,567	8,573	7,409	15,982	65,548
Singida	6,377	4,449	10,826	2,742	1,769	4,511	15,337
Tabora	5,575	2,281	7,856	3,684	2,550	6,234	14,090
Rukwa	5,117	1,096	6,214	1,856	928	2,785	8,998
Kigoma	6,960	2,021	8,981	3,830	1,790	5,620	14,601
Shinyanga	12,405	3,641	16,045	7,421	3,025	10,446	26,492
Kagera	8,128	4,942	13,070	3,789	3,038	6,827	19,897
Mwanza	46,014	25,696	71,710	19,053	12,229	31,282	102,992
Mara	5,654	3,701	9,354	4,095	4,472	8,567	17,922
Manyara	4,840	2,611	7,451	5,976	2,384	8,360	15,811
Njombe	3,003	1,952	4,954	1,830	2,140	3,970	8,924
Katavi	362	75	436	248	137	385	821
Simiyu	1,747	1,194	2,941	1,251	549	1,800	4,741
Geita	8,605	2,492	11,096	10,677	4,502	15,179	26,275
Total	771,680	371,628	1,143,308	256,450	168,407	424,857	1,568,165

**Table A13: Number of Total Employees in Public Sector by Region and Age Group,
Tanzania Mainland, 2015.**

Region	Adult (36+ Years)			Youth (15 - 35 Years)			Grand Total
	Male	Female	Total	Male	Female	Total	
Dodoma	14,332	9,402	23,734	8,795	6,984	15,779	39,513
Arusha	9,724	9,015	18,739	4,524	3,332	7,855	26,595
Kilimanjaro	11,377	13,252	24,629	7,893	7,582	15,475	40,105
Tanga	13,338	11,802	25,140	7,236	5,520	12,756	37,897
Morogoro	24,120	19,697	43,818	17,388	13,628	31,016	74,834
Pwani	8,695	8,152	16,847	5,739	4,980	10,719	27,566
Dar es Salaam	45,065	26,972	72,037	19,816	8,931	28,747	100,784
Lindi	10,892	5,321	16,213	4,088	2,262	6,350	22,563
Mtwara	7,760	4,061	11,821	2,781	1,485	4,266	16,087
Ruvuma	8,395	6,858	15,253	5,109	2,703	7,813	23,065
Iringa	7,477	7,657	15,134	6,648	5,963	12,611	27,746
Mbeya	16,715	14,474	31,188	12,716	10,132	22,849	54,037
Singida	8,922	7,630	16,552	3,805	2,508	6,312	22,864
Tabora	9,727	6,692	16,418	4,318	3,031	7,349	23,767
Rukwa	5,614	2,671	8,285	5,265	2,553	7,818	16,104
Kigoma	11,521	6,991	18,512	5,397	2,780	8,177	26,689
Shinyanga	9,984	6,641	16,625	7,245	4,304	11,549	28,174
Kagera	8,917	5,885	14,802	8,300	4,692	12,992	27,794
Mwanza	11,920	8,998	20,918	11,111	8,615	19,726	40,644
Mara	7,658	4,979	12,637	10,515	5,886	16,401	29,038
Manyara	6,146	4,403	10,549	4,096	2,488	6,584	17,133
Njombe	3,644	2,812	6,456	2,197	1,871	4,067	10,523
Katavi	2,519	1,478	3,997	1,835	1,272	3,107	7,104
Simiyu	4,722	2,253	6,975	6,949	3,545	10,494	17,469
Geita	2,349	1,002	3,351	3,374	1,984	5,358	8,709
Total	271,535	199,097	470,632	177,140	119,032	296,171	766,803

Appendices for Chapter Three

Table B1: Number of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sector (%), Tanzania Mainland, 2014 and 2015.

Monthly Wage Rate (TZS) Group	Private	Public	Total
Below 100,000	130,620	2,185	132,805
100,001 -150,000	310,056	2,791	312,847
150,001 - 300,000	352,167	37,650	389,817
300,001 - 500,000	224,320	280,244	504,564
500,001 - 900,000	144,616	273,786	418,402
900001 - 1,200,000	50,742	84,163	134,905
1,200,001 - 1,500,000	30,760	35,712	66,472
Above 1,500,000	42,565	38,549	81,114
Total Number	1,285,847	755,078	2,040,925

Table B2: Number of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sex (%), Tanzania Mainland, 2015.

Monthly Wage Rate (TZS) Group	Male	Female	Total
Below 100,000	72,501	60,304	132,805
100,001 -150,000	200,399	112,448	312,847
150,001 - 300,000	264,467	125,350	389,817
300,001 - 500,000	317,107	187,457	504,564
500,001 - 900,000	246,483	171,919	418,402
900001 - 1,200,000	83,256	51,649	134,905
1,200,001 - 1,500,000	43,316	23,156	66,472
Above 1,500,000	54,901	26,212	81,114
Total Number	1,282,430	758,495	2,040,925

Table B3: Number of Citizen Employees by Industry and Monthly Wage Rate (TZS) Group (%), Tanzania Mainland, 2015

Industry	Below 100,000	100,000 - 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	7,964	33,457	17,579	8,654	3,935	1,194	721	1,192	74,697
Mining and quarrying	558	2,631	3,517	6,100	8,423	3,120	2,698	1,683	28,731
Manufacturing	36,063	106,480	103,342	44,178	21,541	7,568	4,031	5,377	328,581
Construction	1,284	7,212	13,280	9,654	4,642	2,483	997	1,279	40,830
Wholesale and retail trade; repair of motor vehicles and motorcycles	12,214	32,905	61,088	29,563	11,935	3,883	2,046	2,444	156,077
Transportation and storage	1,474	6,179	17,417	15,376	10,557	3,140	1,620	1,914	57,676
Accommodation and food service activities	46,066	49,756	42,497	9,967	5,306	1,458	978	815	156,843
Financial and insurance activities	573	1,047	3,581	5,378	10,229	5,721	4,720	12,019	43,268
Administrative and support service activities	4,857	31,927	13,406	6,207	3,828	790	442	698	62,155
Public administration and defence; compulsory social security	310	1,331	15,564	121,215	91,580	31,999	13,685	15,206	290,890
Education	2,909	8,027	31,443	168,068	167,449	37,549	13,549	15,790	444,785
Human Health and social work activities	2,077	6,657	27,226	44,364	48,501	18,239	9,216	7,154	163,435
Other service activities	16,455	25,237	39,876	35,838	30,478	17,762	11,769	15,542	192,957
Total	132,805	312,847	389,817	504,564	418,402	134,905	66,472	81,114	2,040,925

Table B4: Number of Regular Citizen Employees by Monthly Wage Rate (TZS) Group and masculinity (%), Tanzania Mainland, 2015.

Monthly Wage Rate (TZS) Group	Adult (36+ years)			Youth (15-35 years)		
	Male	Female	Total	Male	Female	Both Sexes
Below 100,000	48,989	25,664	74,653	23,512	34,640	58,152
100,001 - 150,000	150,581	76,825	227,406	49,818	35,622	85,440
150,001 - 300,000	193,041	81,894	274,935	71,426	43,456	114,882
300,001 - 500,000	172,774	100,162	272,936	144,333	87,295	231,628
500,001 - 900,000	179,894	127,068	306,962	66,589	44,851	111,440
900,001 - 1,200,000	69,546	42,645	112,191	13,710	9,004	22,714
1,200,001 - 1,500,000	37,214	19,869	57,083	6,102	3,287	9,389
Above 1,500,000	50,013	23,517	73,530	4,888	2,695	7,584
Total Number	902,051	497,644	1,399,695	380,378	260,851	641,230

Appendices for Chapter Four

Table C1: Total Annual Cash Earnings by Sector, Tanzania Mainland, 2014 and 2015

Sector	2014	2015
Private	7,971,472	11,177,000
Public	5,801,493	7,862,721
Total	13,772,965	19,039,721

Table C2: Annual Cash Earnings (TZS Million) of All Employees by Major Industry and Terms of employment, 2015

Industry	Regular Employees	Casual Employees	Total
Agriculture, forestry and fishing	391,563	66,501	458,064
Mining and quarrying	340,702	2,127	342,830
Manufacturing	2,622,182	146,753	2,768,935
Electricity, gas, steam and air conditioning supply	310,860	894	311,754
Water supply; sewage, waste management and remediation activities	65,641	3,284	68,925
Construction	450,756	32,244	483,000
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,120,675	54,795	1,175,471
Transportation and storage	722,385	13,290	735,675
Accommodation and food service activities	593,359	12,943	606,303
Information and communication	483,451	11,193	494,643
Financial and insurance activities	1,293,305	3,369	1,296,674
Real estate activities	47,767	132	47,899
Professional, scientific and technical activities	387,911	4,408	392,319
Administrative and support service activities	314,702	5,373	320,074
Public administration and defence; compulsory social security	2,531,672	11,359	2,543,031
Education	4,463,125	13,563	4,476,688
Human Health and social work activities	1,668,772	6,611	1,675,383
Arts, entertainment and recreation	64,713	162	64,874
Other service activities	768,606	8,573	777,179
Total	18,642,147	397,574	19,039,721

Table C3: Annual Cash Earnings (TZS Million) of All Employees by Major Industry, Terms of Employment and Sex, Tanzania Mainland, 2015

Industry	Regular Employees			Casual Employees		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	297,591	93,972	391,563	45,018	21,483	66,501
Mining and quarrying	313,695	27,007	340,702	1,829	298	2,127
Manufacturing	1,966,267	655,915	2,622,182	94,499	52,254	146,753
Electricity, gas, steam and air conditioning supply	244,313	66,547	310,860	714	180	894
Water supply; sewage, waste management and remediation activities	49,082	16,559	65,641	2,904	380	3,284
Construction	378,121	72,635	450,756	27,822	4,423	32,244
Wholesale and retail trade; repair of motor vehicles and motorcycles	870,047	250,628	1,120,675	44,689	10,106	54,795
Transportation and storage	571,554	150,831	722,385	11,872	1,417	13,290
Accommodation and food service activities	327,571	265,788	593,359	6,893	6,051	12,943
Information and communication	356,366	127,084	483,451	6,358	4,835	11,193
Financial and insurance activities	779,095	514,210	1,293,305	1,921	1,448	3,369
Real estate activities	30,811	16,956	47,767	85	47	132
Professional, scientific and technical activities	190,898	197,013	387,911	2,857	1,551	4,408
Administrative and support service activities	227,243	87,459	314,702	4,850	522	5,373
Public administration and defence; compulsory social security	1,664,488	867,184	2,531,672	8,566	2,793	11,359
Education	2,560,810	1,902,315	4,463,125	8,712	4,851	13,563
Human Health and social work activities	693,362	975,409	1,668,772	3,762	2,849	6,611
Arts, entertainment and recreation	34,364	30,349	64,713	57	104	162
Other service activities	471,957	296,649	768,606	5,527	3,046	8,573
Total	12,027,636	6,614,511	18,642,147	278,938	118,637	397,574

Appendices for Chapter Five

Table D1: Distribution of Annual Wage Bill (TZS Millions) by Cash earnings, Free Ration and Sector, 2015

Sector	2014			2015		
	Cash Earnings	Free Ration	Wage Bill	Cash Earnings	Free Ration	Wage Bill
Private Sector						
Private Profit Making Institutions	6,101,685	61,081	6,162,766	6,466,583	34,859	6,501,443
Private Non-Profit Making Institutions	1,695,764	9,431	1,705,195	2,298,034	34,860	2,301,390
Cooperatives	174,023	1,264	175,287	183,505	34,861	184,097
Sub Total	7,971,472	71,776	8,043,248	8,948,122	104,581	8,986,930
Public Sector						
Central Government	1,649,768	88,518	1,738,286	1,690,210	34,862	1,703,730
Local Government (Urban)	657,958	354	658,312	510,922	34,863	511,076
Local Government (District)	2,778,277	98	2,778,375	5,213,230	34,864	5,213,230
Parastatal Profit Making Institutions	456,814	89	456,903	875,833	34,865	875,833
Parastatal Non-profit Making Institutions	258,676	532	259,208	309,667	34,866	309,956
Sub Total	5,801,493	89,591	5,891,084	8,599,862	174,321	8,613,825
Grand Total	13,772,965	161,367	13,934,332	17,547,984	34,867	17,600,755

Table D2: Distribution of Annual Wage Bill (TZS Millions)by Industrial Major Division and Sector,2014 and 2015

Industry	2014	2015
Agriculture, forestry and fishing	301,451	396,432
Mining and quarrying	297,698	335,888
Manufacturing	2,106,560	2,071,568
Electricity, gas, steam and air conditioning supply	233,753	304,765
Water supply; sewerage, waste management and remediation activities	41,841	67,449
Construction	312,770	317,213
Wholesale and retail trade; repair of motor vehicles and motorcycles	729,642	880,464
Transportation and storage	577,161	461,411
Accommodation and food service activities	448,498	505,507
Information and communication	482,493	477,032
Financial and insurance activities	750,808	1,513,610
Real estate activities	24,571	42,090
Professional, scientific and technical activities	308,484	294,402
Administrative and support service activities	227,126	254,498
Public administration and defense; compulsory social security	2,576,307	3,073,959
Education	2,823,039	4,379,026
Human health and social work activities	1,123,831	1,642,008
Arts, entertainment and recreation	37,751	48,332
Other service activities	530,548	535,102
Total	13,934,332	17,600,755

Chart D3: Distribution of Annual Wage Bill (TZS Million) by Selected Region, Tanzania Mainland, 2014 and 2015

Region	2014	2015
Dodoma	337,387	469,866
Arusha	797,364	957,478
Kilimanjaro	594,944	879,538
Tanga	448,790	523,623
Morogoro	1,487,848	1,509,359
Pwani	327,808	342,046
Dar es Salaam	5,525,427	6,425,963
Lindi	189,666	184,216
Mtwara	158,467	160,807
Ruvuma	217,962	540,734
Iringa	339,529	481,154
Mbeya	648,353	821,025
Singida	209,884	235,413
Tabora	227,025	326,090
Rukwa	102,332	181,110
Kigoma	216,353	265,706
Shinyanga	400,383	394,909
Kagera	235,432	997,571
Mwanza	590,882	799,629
Mara	256,988	292,878
Manyara	138,106	170,284
Njombe	91,591	121,526
Katavi	29,786	54,251
Simiyu	130,545	147,341
Geita	231,480	318,234
Total	13,934,332	17,600,755

Appendices for Chapters Six

Table E1: Number of Newly Recruited Employees by Occupation and Field of Study, Tanzania Mainland, 2015

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	11	29	9	71	308	128	139	630	2,489	3,814
Education trainings	0	12,131	31,045	0	0	0	0	1	11	43,188
Fine and applied arts programs	2	82	40	0	0	0	4	0	0	128
Programs in language	0	0	2	0	0	0	0	0	0	2
Other humanity courses	63	261	6	0	0	0	0	0	0	330
Social and behaviour	689	451	461	2	0	0	0	0	37	1,640
Commercial, clerical, business and public administration programs	2,345	3,134	868	2,527	809	0	90	18	327	10,117
Programs in law	7	200	13	5	4	0	0	0	0	229
Natural science programs	0	73	12	0	0	0	0	0	2	88
Mathematics and computer science programs	10	378	190	7	0	0	0	0	0	584
Medicine and health related programs	29	2,702	12,188	74	791	0	0	107	122	16,012
Construction trades programs	26	22	97	12	0	0	395	0	12	563
Other craft, trade and industrial programs	24	123	1,169	124	40	0	2,436	445	67	4,428
Engineering and allied programs	26	621	740	2	0	2	398	606	19	2,414
Architectural and town planning programs	8	175	50	5	0	0	0	0	0	238
Agriculture, forestry and fishery programs	62	824	990	11	9	555	0	61	372	2,885
Home economics and domestic science programs	0	25	129	0	364	67	0	1	181	767
Transport and communication programs	29	9	67	3	13	0	27	2,762	119	3,028
Service trades programs	91	38	269	540	8,923	30	101	167	1,406	11,564
Programs in mass communication and documentation	17	115	8	40	5	0	18	0	0	202
Other programs	33	10	25	22	108	0	37	50	168	453
Total	3,471	21,400	48,377	3,445	11,374	781	3,644	4,848	5,332	102,672

Table E2: Number of Newly Recruited Employees by Region and Occupation, Tanzania Mainland, 2015

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	32	1,138	2,080	68	446	0	10	74	86	3,934
Arusha	77	1,256	430	134	505	112	5	184	70	2,773
Kilimanjaro	285	2,152	4,130	235	661	239	99	167	1,787	9,755
Tanga	174	720	2,022	57	280	5	21	136	10	3,424
Morogoro	547	730	4,213	384	796	205	98	62	243	7,276
Pwani	30	1,168	1,551	44	203	111	67	14	3	3,192
DSM	864	2,804	3,297	1,089	3,523	4	501	2,474	887	15,445
Lindi	26	109	1,121	46	50	0	2	22	9	1,384
Mtwara	125	170	148	98	91	0	31	8	26	698
Ruvuma	135	169	1,245	113	30	0	113	4	65	1,873
Iringa	64	300	3,220	124	329	12	35	592	32	4,707
Mbeya	167	3,105	2,464	194	1,265	37	250	270	241	7,993
Singida	71	827	1,129	42	195	25	5	10	88	2,393
Tabora	40	527	2,527	78	153	10	15	28	292	3,670
Rukwa	137	161	649	28	120	0	0	11	10	1,116
Kigoma	13	403	1,124	27	69	0	0	0	52	1,687
Shinyanga	106	750	1,867	50	580	0	2	183	179	3,718
Kagera	65	537	2,869	57	216	0	10	145	324	4,223
Mwanza	223	949	4,074	351	666	7	108	178	541	7,097
Mara	15	915	2,285	59	737	0	1,977	3	71	6,062
Manyara	23	213	687	25	96	9	269	81	88	1,491
Njombe	33	237	716	1	56	0	2	7	90	1,142
Katavi	36	189	537	7	0	5	1	1	0	777
Simiyu	136	638	1,774	125	37	0	23	164	136	3,031
Geita	47	1,236	2,218	8	269	0	0	30	1	3,808
Total	3,471	21,400	48,377	3,445	11,374	781	3,644	4,848	5,332	102,672

Table E3: Distribution of the Newly Recruited Permanent, Contractual Casual and Apprentice Employees by Sub Sectors and Sex, Tanzania Mainland, 2015

Sub Sector	Permanent		Contract		Casual		Apprentices		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
PRIVATE SECTOR												
Profit Making Institutions	8,472	5,486	6,425	3,682	2,447	2,792	154	73	280	473	17,778	12,506
Non Profit Making Institutions	4,734	4,220	2,201	3,928	136	127	76	43	107	204	7,255	8,521
PUBLIC SECTOR												
Cooperatives Central	150	68	238	25	11	7	0	0	43	0	441	100
Government Local	2,342	1,482	64	56	0	1	0	0	6	6	2,413	1,545
Government Urban	1,109	1,233	60	21	0	0	0	0	2	16	1,171	1,270
Government District	26,925	21,086	115	100	6	3	0	0	14	55	27,059	21,245
Parastatal Profit Making	211	213	10	0	0	0	0	0	0	0	220	213
Parastatal Non Profit Making	628	265	23	21	0	0	0	0	0	0	651	285
Total	44,571	34,052	9,135	7,832	2,601	2,930	230	116	451	754	56,988	45,684

Table E4: Number of Newly Recruited Employees by selected Occupation, Starting Basic Salary and Sex, Tanzania Mainland, 2014 and 2015

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	
Legislators, administrators and managers	62	38	15	52	146	147	725	748	489	309	459	282	3,471
Professionals	142	276	235	73	505	668	1,530	1,113	9,546	5,679	985	648	21,400
Technicians and associate professionals	359	331	334	2,773	1,887	2,377	15,638	12,157	7,037	5,006	260	218	48,377
Clerks	24	485	265	328	298	329	547	826	108	194	7	34	3,445
Service workers and shop sales workers	2,128	2,585	1,757	1,382	1,262	1,008	443	480	176	136	11	7	11,374
Agricultural and fishery workers	66	113	38	236	78	102	72	33	28	13	2	0	781
Craft and related workers	306	110	1,798	802	221	43	219	40	65	19	2	19	3,644
Plant and machine operators and assemblers	86	98	580	679	2,085	114	840	44	188	101	33	0	4,848
Elementary occupations	352	649	416	606	848	517	1,148	609	138	50	0	0	5,332
Total	3,524	4,685	5,439	6,931	7,329	5,305	21,162	16,051	17,775	11,506	1,759	1,206	102,672

Appendices for Chapter Seven

Table F1: Number of Job Vacancies by Qualification/ Skill Required and Sex Preference, Tanzania Mainland, 2014/15

Qualification/ Skill Required	Sex Preference			
	Male	Female	Any	Total
General training programs including literacy	105	156	1,833	2,094
Education trainings	1,746	1,714	47,057	50,517
Fine and applied arts programs	0	178	30	208
Programs in language	0	0	1	1
Other humanity courses	1,119	77	687	1,883
Social and behavior	13	186	2,425	2,623
Commercial, clerical, business and public administration programs	384	868	9,611	10,863
Programs in law	5	25	489	519
Natural science programs	21	0	263	284
Mathematics and computer science programs	59	31	496	586
Medicine and health related programs	944	1,141	23,736	25,821
Construction trades programs	115	2	344	461
Other craft, trade and industrial programs	143	34	1,162	1,339
Engineering and allied programs	651	52	1,552	2,255
Architectural and town planning programs	54	45	896	994
Agriculture, forestry and fishery programs	343	219	16,715	17,277
Home economics and domestic science programs	73	22	339	434
Transport and communication programs	737	42	732	1,511
Service trades programs	2,032	908	12,157	15,097
Programs in mass communication and documentation	9	60	536	605
Other programs	19	29	272	321
Total	8,573	5,788	121,333	135,694

Table F2: Number of Job Vacancies by Occupation and Working Experience, Tanzania Mainland, 2014/15

Selected Occupation	Working Experience				
	Not Required	1 to 2 Years	3 to 4 Years	5 Years and Above	Total
Legislators, administrators and managers	3,737	560	277	229	4,803
Professionals	23,749	4,548	2,032	551	30,880
Technicians and associate professionals	63,673	7,755	1,054	468	72,950
Clerks	2,622	1,008	82	63	3,776
Service workers and shop sales workers	12,376	1,774	283	39	14,472
Agricultural and fishery workers	1,233	29	22	3	1,287
Craft and related workers	754	299	55	25	1,133
Plant and machine operators and assemblers	751	690	319	104	1,864
Elementary occupations	4,057	422	16	35	4,530
Total	112,953	17,086	4,140	1,516	135,694

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