



THE UNITED REPUBLIC OF TANZANIA

# TANZANIA FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY

## 2022/23 ANALYTICAL REPORT



National Bureau of Statistics  
Ministry of Finance



Office of the Chief Government Statistician  
President's Office Finance and Planning

December 2024





**The United Republic of Tanzania**

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**and**

**Presidents' Office - Finance and Planning**

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**Zanzibar**

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## Foreword

This report presents results of the 2022/23 Tanzania Formal Employment and Earnings Survey (EES) conducted by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician Zanzibar (OCGS). The Survey enquired about status of employment and earnings with reference to 30<sup>th</sup> June 2023. This was the first joint annual survey conducted between Tanzania Mainland and Tanzania Zanzibar. The scope of this survey covers all formal sector establishments in public sector, all private establishments employing at least 50 employees and a sample of private sector establishments employing between 5 and 49 employees. On the other hand, it excludes employment in military and diplomatic missions stationed in Tanzania.

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

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

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

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

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



**Dr. Albina Chuwa**

Statistician General  
National Bureau of Statistics



**Salum Kassim Ali**

Chief Government Statistician  
Office of the Chief Government  
Statistician, Zanzibar

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## Executive Summary

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

### Employment Profile

The findings on employment profile reveal that the total number of employees in the formal sector are 3,717,980 (3,635,755 employees in Tanzania Mainland and 82,225 employees in Tanzania Zanzibar). Private sector is the major employers with 2,577,534 employees compared to 1,140,446 employees in the public sector. There are 3,390,126 regular employees and 327,854 casual employees for the year 2022/23. Education industry has the largest share of total employment with 15.0 percent in 2022/23 followed by manufacturing (14.7%), while public administration, defense and compulsory social security is third with 12.6 percent. It is also indicated that youth regular employees have the highest share of regular employees (66.7 percent) compared to adult (33.3 percent) in regular employment. Also, the results reveal that out of 3,390,126 regular employees in the formal sector in 2022/23, there are 14,890 employed persons with disability (8,511 males and 6,379 females). Among the employed disabled persons, public sector has employed a larger proportion of persons with disability (51.6 percent) compared to private sector with 48.4 percent. The result reveals that overall, Dar es Salaam region has the largest proportion of the total

employees (33.2%) in 2022/23, followed by Morogoro with 8.0 percent and Arusha (5.2%).

### **Wage Rates Profile**

Regarding the wage rates of employees in the formal sector the findings show that, overall, in 2022/23 majority of regular citizen employees with permanent contract (27.2%) earn monthly wages above TZS 700,000, with relatively larger share in public sector (40.7%) compared to private sector (14.7%). Activities of Information and communication has the highest proportion of employees with permanent contract earning higher wages - above TZS 700,000 (55.7%) followed by Water supply; sewage, waste management and remediation activities industry (51.2%).

### **Cash Earnings Profile**

Results indicate that, overall monthly average cash earnings for employees in formal sector in the United Republic of Tanzania (URT) is TZS 569,951. Monthly average cash earnings are higher for employees in the public sector than in private sector, with average monthly cash earnings in public sector (1,229,171) being about twice as much as in private sector (510,016). With respect to sex differentials in earnings, results show that there are no pronounced differences between average monthly cash earnings of males and females.

Sector-wise, findings indicate that, average monthly cash earnings for employees in Central and Local Governments; and in Parastatal Organizations are nearly equal, just above one million Shillings. For the private sector, average monthly cash earnings are highest for employees in nonprofit institutions (TZS 526,463) and lowest for those working in cooperatives (TZS 376,039).

With respect to industries, findings indicate that, the industry of public administration and defense; and compulsory social security have the largest average monthly cash earnings (1,196,366) followed by employees in Water supply; sewerage, waste management and remediation activities (1,028,952). On the other hand, employees in accommodation and food service activities have the lowest average monthly cash earnings in 2022/23.



Total annual cash earnings of employees in the URT is TZS 30 trillion for the formal sector establishment. Industries with largest contribution to total annual cash earnings are Education; Public administration and defense; compulsory social security; and Manufacturing.

### **Annual Wage Bill Profile**

Analysis indicates that annual wage bill spent for employees in public and private sectors for the United Republic of Tanzania is 35,652 billion in 2022/23. Furthermore, private sector spent higher annual wage bill (TZS 20,199 billion) compared to public sector (TZS 15,454 billion).

Results also depict that education Industry has the largest share (19.1 percent) of annual wage bill in 2022/23 followed by public administration and defense; compulsory social security industry with 18.0 percent and manufacturing with 10.6 percent. On the other hand, real estate industry has the lowest share of wage bill (0.2 percent) followed by arts, entertainment and recreation with 0.3 percent.

For Tanzania Mainland, the regions with the largest share of annual wage bill are Dar es Salaam (27.8%), followed by Morogoro and Tanga with 8.6 percent and 5.6 percent respectively. Region with the lowest annual wage bill share is Katavi with 1.1 percent. In Tanzania Zanzibar, Mjini Magharibi has the largest annual wage bill share (57.4 percent) and the lowest share is recorded in Kaskazini Pemba (2.5 percent). Generally, larger annual wage bill in the regions coincides with larger levels of employment in these regions.

### **Newly Recruited Workers**

Findings reveal that there is a total of 132,966 new workers recruited in the formal sector of URT of which 73,002 (54.9 percent) is due to newly created posts and existing vacant positions accounted for the rest (59,964 employees, 45.1 percent). Among the total newly recruited employees, there are more males (75,951) than females (57,015). Across sector, most of the newly recruited workers (96,072) are in the private formal sector as compared to public sector (36,895).

In additional the findings shows that the largest proportion of the newly recruited workers (26.4%) are in the occupation category of professionals, followed by Service

Workers and Shop Sales Workers category (26.0%). On the other hand, the occupation category of Agricultural and Fishery Workers has the smallest proportion of the newly recruited workers (1.2%).

### **Job Vacancies**

Analysis for job openings in the formal sector for URT show that job vacancies in 2022/23 are mostly for technicians and associate professionals (48.3%), followed by professionals (34.7%). In addition, majority of job vacancies (79.8 percent) did not require any previous working experience with most of such vacancies being in occupational category of Technicians and Associate Professionals (56.3%) and Professionals (29.4%).

It is also indicated that, smallest proportion of vacancies (0.9%) required work experience of more than five years. Furthermore, findings indicates that largest proportion of the reported job vacancies (92.7%) did not indicate requirement of any sex preference. However, 4.0 percent vacancies preferred male employees while 3.3 percent vacancies preferred female employees. The occupation of Plant and Machine Operators and Assembler, and Craft and Related Workers as well had larger number of vacancies that preferred male candidates with 41.5 percent and 28.9 percent respectively.

## Key Findings

|          | Indicators  | URT              | TZM              | ZNZ           |
|----------|---|------------------|------------------|---------------|
| <b>1</b> | <b>Employment Profile</b>   |                  |                  |               |
|          | <b>Total employment</b>   | <b>3,717,980</b> | <b>3,635,755</b> | <b>82,225</b> |
|          | Adult Male  | 718,287          | 700,132          | 18,155        |
|          | Adult Female  | 454,554          | 435,427          | 19,127        |
|          | Youth Male  | 1,614,662        | 1,589,223        | 25,439        |
|          | Youth Female  | 930,477          | 910,973          | 19,504        |
| <b>2</b> | <b>Employment by Sector</b>   |                  |                  |               |
|          | <b>Private Sector</b>   | <b>2,577,534</b> | <b>2,540,029</b> | <b>37,505</b> |
|          | Profit Making Institutions  | 2,243,713        | 2,209,593        | 34,120        |
|          | Non-profit Making Institutions  | 306,881          | 304,758          | 2,123         |
|          | Cooperatives  | 26,939           | 25,677           | 1,262         |
|          | <b>Public Sector</b>  | <b>1,140,446</b> | <b>1,095,726</b> | <b>44,720</b> |
|          | Central and Local Government  | 1,078,811        | 1,040,944        | 37,867        |
|          | Parastatal Organizations  | 61,635           | 54,782           | 6,853         |
| <b>3</b> | <b>Total Employment by Category of Employment</b>                         |                  |                  |               |
|          | Regular Employees   | 3,390,126        | 3,313,909        | 76,217        |
|          | Casual Employees  | 327,854          | 321,846          | 6,008         |
| <b>4</b> | <b>Regular Employment by Citizenship</b>                                  |                  |                  |               |
|          | Citizen   | 3,361,071        | 3,285,624        | 75,447        |
|          | Non-citizen   | 25,890           | 25,120           | 770           |
| <b>5</b> | <b>Employment for Selected Industries</b>                                 |                  |                  |               |
|          | Agriculture, forestry and fishing   | 156,975          | 154,892          | 2,083         |
|          | Mining and quarrying  | 69,089           | 68,776           | 313           |
|          | Manufacturing   | 502,606          | 499,781          | 2,825         |
|          | Construction  | 83,983           | 79,363           | 4,620         |
|          | Transportation and storage  | 82,830           | 80,645           | 2,185         |
|          | Education   | 549,686          | 527,626          | 22,060        |
| <b>6</b> | <b>Employment for Selected Regions</b>                                    |                  |                  |               |
|          | Dar es Salaam   |                  | 1,232,637        |               |
|          | Morogoro  |                  | 296,178          |               |
|          | Arusha  |                  | 192,139          |               |
|          | Kilimanjaro   |                  | 152,239          |               |
|          | Mbeya   |                  | 175,122          |               |
|          | Lindi   |                  | 54,619           |               |
|          | Tanga   |                  | 162,156          |               |
|          | Mjini Magharibi   |                  |                  | 46,085        |
| <b>7</b> | <b>Distribution of Regular Citizen Employees by Sector and Wage Rates</b> |                  |                  |               |
|          | <b>Private</b>  | <b>2,236,431</b> | <b>2,205,686</b> | <b>30,745</b> |
|          | Up to TZS 299,999   | 953,788          | 947,640          | 6,148         |

|           | <b>Indicators</b>   | <b>URT</b>        | <b>TZM</b>        | <b>ZNZ</b>     |
|-----------|---|-------------------|-------------------|----------------|
|           | TZS 300,000 – 699,999   | 936,789           | 914,596           | 22,193         |
|           | Above TZS 700,000   | 345,854           | 343,450           | 2,404          |
|           | <b>Public</b>   | <b>1,124,640</b>  | <b>1,079,938</b>  | <b>44,702</b>  |
|           | Up to TZS 299,999   | 409               | 0                 | 409            |
|           | TZS 300,000 – 699,999   | 682,066           | 660,658           | 21,408         |
|           | Above TZS 700,000   | 442,164           | 419,279           | 22,885         |
| <b>8</b>  | <b>Annual Cash Earnings (TZS Million) by Sector</b>                             | <b>30,758,772</b> | <b>30,054,245</b> | <b>704,527</b> |
|           | Private   | 15,606,120        | 15,361,216        | 244,904        |
|           | Public  | 15,152,651        | 14,693,029        | 459,622        |
| <b>9</b>  | <b>Monthly Average Cash Earnings (TZS) by Sector and Sex</b>                    |                   |                   |                |
|           | Private (Both Sexes)  | 510,016           | 509,269           | 618,042        |
|           | Male  | 529,022           | 527,711           | 661,985        |
|           | Female  | 511,176           | 509,973           | 544,207        |
|           | Public (Both Sexes)   | 1,229,171         | 1,222,837         | 1,055,874      |
|           | Male  | 1,291,858         | 1,282,380         | 1,190,186      |
|           | Female  | 1,149,715         | 1,144,692         | 946,398        |
| <b>10</b> | <b>Monthly Average Cash Earnings per Employee (TZS) for Selected Industries</b> |                   |                   |                |
|           | Public administration and defense; compulsory social security                   | 1,196,366         | 1,181,995         | 1,200,248      |
|           | Education   | 859,934           | 892,832           | 797,202        |
|           | Human health and social work activities   | 511,350           | 507,922           | 723,066        |
|           | Professional, scientific and technical activities                               | 919,462           | 918,617           | 1,660,782      |
| <b>11</b> | <b>Total Annual Wage Bill (TZS. Millions)</b>                                   | <b>35,652,417</b> | <b>34,863,441</b> | <b>788,976</b> |
|           | <b>Total Annual Wage Bill by sector</b>   |                   |                   |                |
|           | Private   | 20,198,753        | 19,927,135        | 271,618        |
|           | Public  | 15,453,664        | 14,936,306        | 517,358        |
| <b>12</b> | <b>Total Newly Recruited Workers</b>  |                   |                   |                |
|           | <b>Newly Recruited Workers by Occupation</b>                                    |                   |                   |                |
|           | Legislators, administrators and managers  | 2,924             | 2,867             | 57             |
|           | Professionals   | 35,044            | 34,054            | 991            |
|           | Technicians and Associate professionals   | 27,360            | 25,682            | 1,679          |
|           | Plant and machine operators and assemblers                                      | 5,374             | 5,287             | 87             |
|           | Clerks  | 5,745             | 5,632             | 113            |
|           | <b>Newly Recruited Workers by Level of Education</b>                            |                   |                   |                |
|           | Tertiary University   | 29,717            | 28,588            | 1,129          |
|           | Tertiary Non –University  | 55,526            | 53,703            | 1,823          |
|           | Teacher Education / college   | 8,151             | 7,716             | 435            |
|           | Secondary Education   | 21,412            | 20,951            | 461            |
|           | Primary Education   | 17,514            | 17,471            | 43             |
|           | <b>Newly Recruited Workers for Selected Regions</b>                             |                   |                   |                |

|           | Indicators  | URT            | TZM            | ZNZ          |
|-----------|---|----------------|----------------|--------------|
|           | Dar es Salaam                                     |                | 51,691         |              |
|           | Morogoro  |                | 4,886          |              |
|           | Arusha  |                | 1,453          |              |
|           | Kilimanjaro                                       |                | 5,090          |              |
|           | Mbeya   |                | 4,654          |              |
|           | Mtwara  |                | 1,910          |              |
|           | Mjini Magharibi                                   |                |                | 2,186        |
| <b>13</b> | <b>Total Number of Vacancies</b>                  | <b>207,794</b> | <b>203,441</b> | <b>4,353</b> |
|           | <b>Job Vacancies by Occupation</b>                |                |                |              |
|           | Legislators, administrators and managers          | 4,199          | 4,079          | 120          |
|           | Professionals                                     | 72,191         | 70,978         | 1,213        |
|           | Technicians and associate professionals           | 100,270        | 98,590         | 1,680        |
|           | Service workers and shop sales workers            | 11,377         | 11,033         | 344          |
|           | Clerks  | 6,860          | 6,556          | 304          |
|           | <b>Number of Job Vacancies by Work Experience</b> |                |                |              |
|           | No Work Experience Required                       | 165,874        | 162,741        | 3,133        |
|           | 1-2 years   | 29,920         | 28,855         | 1,065        |
|           | 3-4 years   | 10,105         | 9,981          | 124          |
|           | 5 or more years                                   | 1,895          | 1,864          | 31           |
|           | <b>Number of Job Vacancies by Reasons</b>         |                |                |              |
|           | Fell vacant/Replacement                           | 156,637        | 154,492        | 2,145        |
|           | New Position                                      | 51,157         | 48,949         | 2,208        |

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

|          | Indicators  | 2019/20          | 2022/23          |
|----------|---|------------------|------------------|
| <b>1</b> | <b>Employment Profile</b>                         |                  |                  |
|          | <b>Total employment</b>                           | <b>3,450,053</b> | <b>3,635,755</b> |
|          | Adult Male  | 1,190,268        | 700,132          |
|          | Adult Female                                      | 676,210          | 435,427          |
|          | Youth Male  | 934,964          | 1,589,223        |
|          | Youth Female                                      | 648,610          | 910,973          |
| <b>2</b> | <b>Employment by Sector</b>                       |                  |                  |
|          | <b>Private Sector</b>                             | <b>2,105,827</b> | <b>2,540,029</b> |
|          | Profit Making Institutions                        | 2,152,775        | 2,209,593        |
|          | Non-profit Making Institutions                    | 348,119          | 304,758          |
|          | Cooperatives                                      | 27,330           | 25,677           |
|          | <b>Public Sector</b>                              | <b>896,793</b>   | <b>1,095,726</b> |
|          | Central and Local Government                      | 750,842          | 1,040,944        |
|          | Parastatal Organizations                          | 170,987          | 54,782           |
| <b>3</b> | <b>Total Employment by Category of Employment</b> |                  |                  |



|           | <b>Indicators</b>  | <b>2019/20</b>    | <b>2022/23</b>    |
|-----------|--|-------------------|-------------------|
|           | Regular Employees  | 3,002,620         | 3,313,909         |
|           | Casual Employees   | 447,433           | 321,846           |
| <b>4</b>  | <b><i>Regular Employment by Citizenship</i></b>  |                   |                   |
|           | Citizen  | 2,971,331         | 3,285,624         |
|           | Non-citizen  | 31,289            | 25,120            |
| <b>5</b>  | <b><i>Employment for Selected Industries</i></b>                                       |                   |                   |
|           | Agriculture, forestry and fishing  | 289,804           | 154,892           |
|           | Mining and quarrying   | 55,201            | 68,776            |
|           | Manufacturing  | 596,859           | 499,781           |
|           | Construction   | 106,952           | 79,363            |
|           | Transportation and storage   | 93,151            | 80,645            |
|           | Education  | 545,108           | 527,626           |
| <b>6</b>  | <b><i>Employment for Selected Regions</i></b>  |                   |                   |
|           | Dar es Salaam  | 1,020,626         | 1,232,637         |
|           | Morogoro   | 313,883           | 296,178           |
|           | Arusha   | 194,366           | 192,139           |
|           | Kilimanjaro  | 139,457           | 152,239           |
|           | Mbeya  | 177,792           | 175,122           |
|           | Lindi  | 51,426            | 54,619            |
|           | Tanga  | 214,445           | 162,156           |
|           | Dodoma   | 104,229           | 124,389           |
| <b>7</b>  | <b><i>Annual Cash Earnings (TZS Million) by Sector</i></b>                             | <b>28,401,388</b> | <b>30,054,245</b> |
|           | Private  | 17,060,287        | 15,361,216        |
|           | Public   | 11,341,101        | 14,693,029        |
| <b>8</b>  | <b><i>Monthly Average Cash Earnings (TZS) by Sector and Sex</i></b>                    |                   |                   |
|           | Private (Both Sexes)   | 350,407           | 509,269           |
|           | Male   | 366,907           | 527,711           |
|           | Female   | 359,026           | 509,973           |
|           | Public (Both Sexes)  | 1,097,709         | 1,222,837         |
|           | Male   | 1,123,916         | 1,282,380         |
|           | Female   | 1,025,206         | 1,144,692         |
| <b>9</b>  | <b><i>Monthly Average Cash Earnings per Employee (TZS) for Selected Industries</i></b> |                   |                   |
|           | Public administration and defense; compulsory social security                          | 1,041,838         | 1,181,995         |
|           | Education  | 578,190           | 892,832           |
|           | Human health and social work activities  | 585,160           | 507,922           |
|           | Professional, scientific and technical activities                                      | 585,160           | 918,617           |
| <b>10</b> | <b><i>Total Annual Wage Bill (TZS. Millions)</i></b>                                   | <b>32,172,708</b> | <b>34,863,441</b> |
|           | <b><i>Total Annual Wage Bill by sector</i></b>   |                   |                   |
|           | Private  | 20,796,350        | 19,927,135        |

|  | Indicators | 2019/20    | 2022/23    |
|--|------------|------------|------------|
|  | Public     | 11,376,359 | 14,936,306 |

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

|          | Indicators  | 2021/22        | 2022/23        |
|----------|---|----------------|----------------|
| <b>1</b> | <b>Employment Profile</b>                           |                |                |
|          | <b>Total employment</b>                             | <b>68,632</b>  | <b>82,225</b>  |
|          | Adult Male  | 20,574         | 18,155         |
|          | Adult Female  | 18,901         | 19,127         |
|          | Youth Male  | 15,438         | 25,439         |
|          | Youth Female  | 13,719         | 19,504         |
| <b>2</b> | <b>Employment by Sector</b>                         |                |                |
|          | <b>Private Sector</b>                               | <b>24,556</b>  | <b>37,505</b>  |
|          | Profit Making Institutions                          | 21,889         | 34,120         |
|          | Non-profit Making Institutions                      | 2,667          | 2,123          |
|          | Cooperatives  |                | 1,262          |
|          | <b>Public Sector</b>                                | <b>44,076</b>  | <b>44,720</b>  |
|          | Central and Local Government                        | 37,189         | 37,867         |
|          | Parastatal Organizations                            | 6,887          | 6,853          |
| <b>3</b> | <b>Total Employment by Category of Employment</b>   |                |                |
|          | Regular Employees                                   | 67,353         | 76,217         |
|          | Casual Employees                                    | 1,279          | 6,008          |
| <b>4</b> | <b>Regular Employment by Citizenship</b>            |                |                |
|          | Citizen   | 67,854         | 75,447         |
|          | Non-citizen   | 778            | 770            |
| <b>5</b> | <b>Employment for Selected Industries</b>           |                |                |
|          | Agriculture, forestry and fishing                   | 1,225          | 2,083          |
|          | Mining and quarrying                                | 132            | 313            |
|          | Manufacturing                                       | 1,250          | 2,825          |
|          | Construction  | 1,424          | 4,620          |
|          | Transportation and storage                          | 2,455          | 2,185          |
|          | Education   | 20,686         | 22,060         |
| <b>6</b> | <b>Employment for Selected Regions</b>              |                |                |
|          | Mjini Magharibi                                     | 40,499         | 46,085         |
|          | Kaskazini Uguja                                     | 7,688          | 10,620         |
|          | Kusini Uguja  | 9,503          | 11,612         |
|          | Kaskazini Pemba                                     | 1,775          | 3,017          |
|          | Kusini Pemba  | 9,165          | 10,891         |
| <b>7</b> | <b>Annual Cash Earnings (TZS Million) by Sector</b> | <b>461,299</b> | <b>704,527</b> |
|          | Private   | 148,811        | 244,904        |
|          | Public  | 312,487        | 459,622        |

|    | Indicators  | 2021/22        | 2022/23        |
|----|---|----------------|----------------|
| 8  | <b>Monthly Average Cash Earnings (TZS) by Sector and Sex</b>                    |                |                |
|    | Private (Both Sexes)  | 505,006        | 618,042        |
|    | Male  | 546,779        | 661,985        |
|    | Female  | 427,598        | 544,207        |
|    | Public (Both Sexes)   | 590,811        | 1,055,874      |
|    | Male  | 638,360        | 1,190,186      |
|    | Female  | 551,087        | 946,398        |
| 9  | <b>Monthly Average Cash Earnings per Employee (TZS) for Selected Industries</b> |                |                |
|    | Public administration and defense; compulsory social security                   | 586,465        | 1,200,248      |
|    | Education   | 499,086        | 797,202        |
|    | Human health and social work activities   | 344,805        | 723,066        |
|    | Professional, scientific and technical activities                               | 562,435        | 1,660,782      |
| 10 | <b>Total Annual Wage Bill (TZS. Millions)</b>                                   | <b>588,256</b> | <b>788,976</b> |
|    | <b>Total Annual Wage Bill by sector</b>   |                |                |
|    | Private   | 188,300        | 271,618        |
|    | Public  | 399,957        | 517,358        |

**Note:**

- For the year 2021/22, calculations of Monthly Average Cash Earnings were based only on Employees Salary
- During the same period, Cooperatives information was not collected

## List of Abbreviations

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

# CHAPTER ONE

## Concepts, Definitions and Survey Methodology

### 1.1 Introduction

The Employment and Earnings Survey (EES) is an annual establishment-based survey of employment and earning from the formal sector. It is conducted in the United Republic of Tanzania by the National Bureau of Statistics and the Office of the Chief Government Statistician Zanzibar. In Tanzania Mainland, the survey covers three main categories of formal establishments in both private and public sectors. The categories are: all public sector establishments; all registered private establishments employing at least 50 persons and a sample of registered private establishments who employ less than 50 persons. In Tanzania Zanzibar, all formal establishments in both private and public sectors are enumerated. The survey does not include domestic servants in private households, non-salaried working proprietors and non-salaried family workers.

### 1.2 Background

Production of Labour Market Information employment and earnings statistics has been an important element in the statistical operations, both in Tanzania Mainland and Zanzibar. The 2022/23 Tanzania Formal Sector Employment and Earnings report presents results of the 2022/23 employment and earnings situation in the formal sector of the United Republic of Tanzania. The report follows a successful completion of Employment and Earnings Surveys (EES) in Tanzania mainland and in Zanzibar.

The 2022/23 Tanzania Formal Sector Employment and Earnings report is the first ever jointly produced report on employment and earnings between NBS and OCGS, thus presenting harmonized employment and earnings statistics for the whole of United Republic of Tanzania (URT); and its constituencies of Tanzania Mainland and Zanzibar. Prior to the 2022/23, implementation of EES were carried out independently in Tanzania Mainland and Zanzibar. This meant that there was always a challenge to produce nationwide statistics of employment and earnings combining Tanzania Mainland and Zanzibar.

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



1984. There was a brief hiatus in implementation of EES between 1985 to 2000, before their resumption in 2000s, 2010s, and 2020s, The latest survey covers 2023.

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

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

The main objective of the 2022/23 Employment and Earnings Survey was to obtain comprehensive data on annual employment and earnings status as well as data on the socio-economic characteristics regarding employment in the formal sector of the United Republic of Tanzania. Specific objectives of the survey were to obtain: -

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

### **1.4 Scope**

The scope of Employment and Earnings Survey, is defined in terms of type of economic activity and institutional sector of the surveyed establishments. The scope of is restricted to formal sector; and covers establishments dealing with any economic activity as defined in ISIC with exception of activities of households as employers and activities of extraterritorial organizations and armed forces.

In terms of employment, the survey covers all formal sector establishments in public sector, all private establishments employing at least 50 employees and a sample of private sector establishments employing between 5 and 49 employees. With regard to geographical scope, the survey covers establishments in all 31 regions of Tanzania.

### **1.5 Concepts and Definitions**

#### **1.5.1 Employee/Worker**

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

### **1.5.2 Regular Employee**

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

### **1.5.3 Temporary Employees**

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

### **1.5.4 Casual Workers**

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

### **1.5.5 Youth**

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

### **1.5.6 Wage Rate**

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

### **1.5.7 Cash Earnings**

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

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

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

### **1.5.9 Free Housing**

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

### **1.5.10 Paid Leave**

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

### **1.5.11 Maternity Leave**

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

### **1.5.12 Free Ration**

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

### **1.5.13 Social Security Fund**

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

### **1.5.14 Public Sector**

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

### **1.5.15 Private Sector**

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

### **1.5.16 Establishment**

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

### **1.5.17 Industrial Classification**

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

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

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

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

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

#### **iii. Manufacturing**

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

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

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

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

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

**vi. Construction**

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

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

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

**viii. Transportation and Storage**

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

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

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

**x. Information and Communication**

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

**xi. Financial and Insurance Activities**

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

**xii. Real Estate Activities**

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

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

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

**xiv. Administrative and Support Service Activities**

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

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

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

**xvi. Education**

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

as well as private education. For each level of initial education, the classes include special education for physically or mentally handicapped pupils.

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

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

**xviii. Arts, Entertainment and Recreation**

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

**xix. Other Service Activities**

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

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

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

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

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



## 1.6 Survey Methodology and Estimation Procedure

### 1.6.1 The Sample Design

#### 1.6.1.1 Tanzania Mainland

The 2022/23 Employment and Earnings Survey is an establishment-based survey which covered a total of 14,709 from a frame of 87,556 establishments. The frame consisted of all public establishments and a sample of private establishments employing at least 5 persons.

As in previous surveys, the sampling unit of this survey is an establishment which is defined as a legal economic entity engaging itself in one main kind of economic activity at a fixed location.

The 2022/23 EES 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 2022/23 EES sample was based on a sampling frame obtained from the Statistical Business Register (SBR) developed and maintained by NBS. The existing sampling frame was developed on the basis of International Standard Industrial Classification Revision 4 (ISIC Rev.4).

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

##### 1.6.1.1.1 Weight

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

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

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

n = Number of establishments that responded

### **1.6.1.2 Tanzania Zanzibar**

The 2022/23 Employment and Earnings Survey visited all public establishments and a significant number of formal private establishments obtained from the 2024 Census for Registered Establishments (CRE) conducted by the Office of the Chief Government Statistician. All 30 public establishments available in the frame with different categories of number of employees from 1-4, 5-9, 10-49 and 50+ were enumerated marking 100 percent coverage. In addition, 1,887 formal private establishments out of 2,147 targeted responded equal to 88 percentage coverage.

### **1.6.2 Data Collection**

Survey data were collected using Computer Assisted Personal Interview (CAPI). The data collected include; basic information of the establishments, characteristics of regular and casual employees, number of newly recruited workers and job vacancies. The survey was undertaken between April and October 2024 for Tanzania Mainland while it is conducted between 12th December 2023 to 12th March 2024 for Tanzania Zanzibar.

### **1.6.3 The Response Status**

Response rates for 2022/23 EES were computed based on the number of selected establishments and the number of establishments that actually responded to the survey. Out of 14,709 selected establishments in Tanzania Mainland, response rate was 92.5 percent (13,603 establishments). However, out of 2,177 available establishments in Tanzania Zanzibar, response rate was 88.1 percent (1,917 establishments). The summary of response rates for both public and private sector is given in the Table 1.1.

**Table 1.1: Number of Establishments and Response Rates by Employment Size and Sector; Tanzania, 2022/23 EES**

| Sector             | Employment Size | TZM                      |               |               | ZNZ                     |              | Response rate |
|--------------------|-----------------|--------------------------|---------------|---------------|-------------------------|--------------|---------------|
|                    |                 | Number of Establishments |               | Response rate | Number of Establishment |              |               |
|                    |                 | Selected                 | Responded     |               | Available               | Responded    |               |
| Private            | 1 – 4*          |                          |               |               | 489                     | 438          | 89.6          |
|                    | 5 - 9           | 4,553                    | 4,142         | 91.0          | 629                     | 554          | 88.1          |
|                    | 10 - 49         | 3,467                    | 2,968         | 85.6          | 893                     | 762          | 85.3          |
|                    | 50+             | 2,108                    | 1,912         | 90.7          | 136                     | 133          | 97.8          |
|                    | Sub Total       | <b>10,128</b>            | <b>9,022</b>  | <b>89.1</b>   | <b>2,147</b>            | <b>1,887</b> | <b>87.9</b>   |
| Public             | 1 – 4*          |                          |               |               | 1                       | 1            | 100.0         |
|                    | 5 - 9           | 1,483                    | 1,483         | 100.0         | 4                       | 4            | 100.0         |
|                    | 10 - 49         | 1,592                    | 1,592         | 100.0         | 2                       | 2            | 100.0         |
|                    | 50+             | 1,506                    | 1,506         | 100.0         | 23                      | 23           | 100.0         |
|                    | Sub Total       | <b>4,581</b>             | <b>4,581</b>  | <b>100.0</b>  | <b>30</b>               | <b>30</b>    | <b>100.0</b>  |
| <b>Grand Total</b> |                 | <b>14,709</b>            | <b>13,603</b> | <b>92.5</b>   | <b>2,177</b>            | <b>1,917</b> | <b>88.1</b>   |

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

# CHAPTER TWO

## Employment Profile

### 2.1 Introduction

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

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

### 2.2 Sector of Employment.

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

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

| Category of Employment | URT              |                  |                  | TZM              |                  |                  | ZNZ           |               |               |
|------------------------|------------------|------------------|------------------|------------------|------------------|------------------|---------------|---------------|---------------|
|                        | Private          | Public           | Total            | Private          | Public           | Total            | Private       | Public        | Total         |
| Regular                | 2,262,489        | 1,127,637        | 3,390,126        | 2,230,992        | 1,082,917        | 3,313,909        | 31,497        | 44,720        | 76,217        |
| Casual                 | 315,044          | 12,810           | 327,854          | 309,036          | 12,810           | 321,846          | 6,008         | 0             | 6,008         |
| <b>Total</b>           | <b>2,577,534</b> | <b>1,140,446</b> | <b>3,717,980</b> | <b>2,540,029</b> | <b>1,095,726</b> | <b>3,635,755</b> | <b>37,505</b> | <b>44,720</b> | <b>82,225</b> |

Table 2.1 shows that there are 3,717,980 employees in the formal sector in the United Republic of Tanzania of which 3,635,755 are in Tanzania Mainland and 82,225 in Tanzania Zanzibar. Results also show that, private sector is a dominant employer with 2,577,534 employees which is 2.3 times as much compared to public sector with

1,140,446 employees. Furthermore, it is revealed that, the total number of regular employees is 3,390,126 while for casual it is 327,854 employees.

### Key Message

*The total number of regular employees in Tanzania for the year 2022/23 is 3,390,126 persons.*

**Table 2.2 A: Percentage Distribution of Total Regular Employees by Age Group, Sector and Sex; Tanzania, 2022/23 EES**

| Age Group                      | Sex              | URT              |                  |                  | TZM              |                  |                  | ZNZ           |               |               |
|--------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|---------------|---------------|---------------|
|                                |                  | Private          | Public           | Total            | Private          | Public           | Total            | Private       | Public        | Total         |
| Adult (36+ Years)              | Male             | 11.8             | 8.5              | 20.3             | 11.9             | 8.3              | 20.2             | 6.2           | 16.9          | 23.1          |
|                                | Female           | 6.3              | 6.7              | 13.0             | 6.4              | 6.3              | 12.7             | 3.4           | 21.4          | 24.8          |
|                                | <b>Sub Total</b> | <b>18.1</b>      | <b>15.1</b>      | <b>33.3</b>      | <b>18.3</b>      | <b>14.6</b>      | <b>32.9</b>      | <b>9.6</b>    | <b>38.3</b>   | <b>47.9</b>   |
| Youth (15-35 years)            | Male             | 31.5             | 10.3             | 41.8             | 31.8             | 10.4             | 42.1             | 18.6          | 9.5           | 28.1          |
|                                | Female           | 17.1             | 7.8              | 24.9             | 17.2             | 7.7              | 24.9             | 13.1          | 10.9          | 24.0          |
|                                | <b>Sub Total</b> | <b>48.6</b>      | <b>18.1</b>      | <b>66.7</b>      | <b>49</b>        | <b>18.1</b>      | <b>67.1</b>      | <b>31.7</b>   | <b>20.4</b>   | <b>52.1</b>   |
| <b>Total Percent</b>           |                  | <b>66.7</b>      | <b>33.3</b>      | <b>100.0</b>     | <b>67.3</b>      | <b>32.7</b>      | <b>100.0</b>     | <b>41.3</b>   | <b>58.7</b>   | <b>100.0</b>  |
| <b>Total Regular Employees</b> |                  | <b>2,869,925</b> | <b>1,611,164</b> | <b>3,390,126</b> | <b>2,230,992</b> | <b>1,082,917</b> | <b>3,313,909</b> | <b>31,497</b> | <b>44,720</b> | <b>76,217</b> |

Table 2.2A shows that, proportionately, there are more youth employees (66.7 percent) in regular employment compared to adult employees (33.3 percent). Results also show that, the profile of regular employment in the formal sector is mainly dominated by youth employees in the private sector which accounts for (48.6 percent) followed by adult employees (18.1 percent) in the same sector. Adult employees in public sector account for the least share of persons in regular employment with 15.1 percent.

**Table 2.2 B: Percentage Distribution of Total Casual Employees by Age Group, Sector and Sex; Tanzania, 2022/23 EES**

| Age Group                     | Sex              | URT            |               |                | TZM            |               |                | ZNZ          |            |              |
|-------------------------------|------------------|----------------|---------------|----------------|----------------|---------------|----------------|--------------|------------|--------------|
|                               |                  | Private        | Public        | Total          | Private        | Public        | Total          | Private      | Public     | Total        |
| Adult (36+ Years)             | Male             | 8.5            | 1.0           | 9.4            | 8.4            | 1.0           | 9.4            | 9.2          | 0.0        | 9.2          |
|                               | Female           | 4.0            | 0.4           | 4.4            | 4.0            | 0.5           | 4.4            | 3.9          | 0.0        | 3.9          |
|                               | <b>Sub Total</b> | <b>12.4</b>    | <b>1.4</b>    | <b>13.8</b>    | <b>12.4</b>    | <b>1.5</b>    | <b>13.9</b>    | <b>13.1</b>  | <b>0.0</b> | <b>13.1</b>  |
| Youth (15-35 years)           | Male             | 58.5           | 1.5           | 60.1           | 58.4           | 1.6           | 59.9           | 66.6         | 0.0        | 66.6         |
|                               | Female           | 25.2           | 0.9           | 26.1           | 25.3           | 0.9           | 26.2           | 20.3         | 0.0        | 20.3         |
|                               | <b>Sub Total</b> | <b>83.7</b>    | <b>2.5</b>    | <b>86.2</b>    | <b>83.6</b>    | <b>2.5</b>    | <b>86.1</b>    | <b>86.9</b>  | <b>0.0</b> | <b>86.9</b>  |
| <b>Total Percent</b>          |                  | <b>96.1</b>    | <b>3.9</b>    | <b>100.0</b>   | <b>96.0</b>    | <b>4.0</b>    | <b>100.0</b>   | <b>100.0</b> | <b>0.0</b> | <b>100.0</b> |
| <b>Total Casual Employees</b> |                  | <b>315,044</b> | <b>12,810</b> | <b>327,854</b> | <b>309,036</b> | <b>12,810</b> | <b>321,846</b> | <b>6,008</b> | <b>0</b>   | <b>6,008</b> |

Table 2.2B shows that, there are more youth employees in casual employment (86.2 percent) compared with adult employees (13.8 percent). Majority of casual employees are in private sector (96.1 percent) compared to (3.9 percent) in the public sector. Moreover, it is revealed that there are nearly twice as much male employees in casual employment compared to females in private sectors.

### 2.3 Employment and Disability

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

**Table 2.2: Distribution of Regular Employees with Disabilities by Sector and Sex; Tanzania, 2022/23 EES**

| Place of Residence | Sector       | Employees with Disability |              |               | Percent of Employees with Disability |             |              | Total Regular Employees | Share of employees with disabilities (%) |
|--------------------|--------------|---------------------------|--------------|---------------|--------------------------------------|-------------|--------------|-------------------------|--|
|                    |              | Male                      | Female       | Total         | Male                                 | Female      | Total        |                         |  |
| URT                | Private      | 5,312                     | 1,896        | 7,208         | 35.7                                 | 12.7        | 48.4         | 2,262,489               | 0.3                                      |
|                    | Public       | 3,199                     | 4,483        | 7,682         | 21.5                                 | 30.1        | 51.6         | 1,127,637               | 0.7                                      |
|                    | <b>Total</b> | <b>8,511</b>              | <b>6,379</b> | <b>14,890</b> | <b>57.2</b>                          | <b>42.8</b> | <b>100.0</b> | <b>3,390,126</b>        | <b>0.4</b>                               |
| TZM                | Private      | 5,281                     | 1,883        | 7,164         | 35.9                                 | 12.8        | 48.7         | 2,230,992               | 0.3                                      |
|                    | Public       | 3,114                     | 4,421        | 7,535         | 21.2                                 | 30.1        | 51.3         | 1,082,917               | 0.7                                      |
|                    | <b>Total</b> | <b>8,395</b>              | <b>6,304</b> | <b>14,699</b> | <b>57.1</b>                          | <b>42.9</b> | <b>100</b>   | <b>3,313,909</b>        | <b>0.4</b>                               |
| ZNZ                | Private      | 31                        | 13           | 44            | 16.2                                 | 6.8         | 23.0         | <b>31,497</b>           | 0.1                                      |
|                    | Public       | 85                        | 62           | 147           | 44.5                                 | 32.5        | 77.0         | <b>44,720</b>           | 0.3                                      |
|                    | <b>Total</b> | <b>116</b>                | <b>75</b>    | <b>191</b>    | <b>60.7</b>                          | <b>39.3</b> | <b>100.0</b> | <b>76,217</b>           | <b>0.3</b>                               |

Table 2.3 indicates that out of 3,390,126 regular employees in the formal sector, there are 14,890 Persons With Disabilities (PWD), equivalent to 0.4 percent. Out of all PWD, 8,511 are males and 6,379 are females. Public sector has a slightly larger number of PWD with 7,682 equivalent to 0.7 percent, compared to private sector with 7,208 equivalent to 0.3 percent. Furthermore, results indicate that among the total number of Person With Disabilities in the employment, there are more males (57.2 percent) than females (42.8 percent).

## Key Message

Out of 3,390,126 regular employees in the formal sector, there are 14,890 Persons with Disabilities of whom 8,511 are males and 6,379 are females.

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

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

**Table 2.3A: Percentage Distribution of Total Employees by Sub- Sector and Sex; Tanzania, 2022/23 EES**

| Place of Residence | Sector                                  | Male             | Female      | Total            |             |                  |              |
|--------------------|---|------------------|-------------|------------------|-------------|------------------|--------------|
| URT                | <b>A: Private</b>                       |                  |             |                  |             |                  |              |
|                    | Private Profit-Making Institutions      | 1,478,754        | 39.8        | 764,959          | 20.6        | 2,243,713        | 60.3         |
|                    | Private Non- Profit-Making Institutions | 190,413          | 5.1         | 116,469          | 3.1         | 306,881          | 8.3          |
|                    | Cooperatives                            | 18,138           | 0.5         | 8,800            | 0.2         | 26,939           | 0.7          |
|                    | <b>Total Percent A:</b>                 | <b>1,687,305</b> | <b>45.4</b> | <b>890,228</b>   | <b>23.9</b> | <b>2,577,534</b> | <b>69.3</b>  |
|                    | <b>B: Public</b>                        |                  |             |                  |             |                  |              |
|                    | Central and Local Governments           | 606,828          | 16.3        | 471,983          | 12.7        | 1,078,811        | 29.0         |
|                    | Parastatal Organizations                | 38,816           | 1.0         | 22,819           | 0.6         | 61,635           | 1.7          |
|                    | <b>Total Percent B:</b>                 | <b>645,644</b>   | <b>17.4</b> | <b>494,803</b>   | <b>13.3</b> | <b>1,140,446</b> | <b>30.7</b>  |
|                    | <b>Total Percent (A+B)</b>              | <b>2,332,949</b> | <b>62.7</b> | <b>1,385,031</b> | <b>37.3</b> | <b>3,717,980</b> | <b>100.0</b> |
| TZM                | <b>A: Private</b>                       |                  |             |                  |             |                  |              |
|                    | Private Profit-Making Institutions      | 1,457,441        | 40.1        | 752,152          | 20.7        | 2,209,593        | 60.8         |
|                    | Private Non- Profit-Making Institutions | 189,337          | 5.2         | 115,422          | 3.2         | 304,758          | 8.4          |
|                    | Cooperatives                            | 17,015           | 0.5         | 8,661            | 0.2         | 25,677           | 0.7          |
|                    | <b>Total Percent A:</b>                 | <b>1,663,793</b> | <b>45.8</b> | <b>876,235</b>   | <b>24.1</b> | <b>2,540,029</b> | <b>69.9</b>  |
|                    | <b>B: Public</b>                        |                  |             |                  |             |                  |              |
|                    | Central and Local Governments           | 591,267          | 16.3        | 449,677          | 12.4        | 1,040,944        | 28.6         |
|                    | Parastatal Organizations                | 34,295           | 0.9         | 20,487           | 0.6         | 54,782           | 1.5          |
|                    | <b>Total Percent B:</b>                 | <b>625,562</b>   | <b>17.2</b> | <b>470,165</b>   | <b>12.9</b> | <b>1,095,726</b> | <b>30.1</b>  |
|                    | <b>Total Percent (A+B)</b>              | <b>2,289,355</b> | <b>63.0</b> | <b>1,346,400</b> | <b>37.0</b> | <b>3,635,755</b> | <b>100.0</b> |
| ZNZ                | <b>A: Private</b>                       |                  |             |                  |             |                  |              |
|                    | Private Profit -Making Institutions     | 21,313           | 25.9        | 12,807           | 15.6        | 34,120           | 41.5         |



| Place of Residence | Sector                                 | Male          |             | Female        |             | Total         |              |
|--------------------|--|---------------|-------------|---------------|-------------|---------------|--------------|
|                    | Private Non-Profit Making Institutions | 1,076         | 1.3         | 1,047         | 1.3         | 2,123         | 2.6          |
|                    | Cooperatives                           | 1,123         | 1.4         | 139           | 0.2         | 1,262         | 1.5          |
|                    | <b>A: Total Percent</b>                | <b>23,512</b> | <b>28.6</b> | <b>13,993</b> | <b>17.0</b> | <b>37,505</b> | <b>45.6</b>  |
|                    | <b>B: Public</b>                       |               |             |               |             |               |              |
|                    | Central and Local Governments          | 15,561        | 18.9        | 22,306        | 27.1        | 37,867        | 46.1         |
|                    | Parastatal Organizations               | 4,521         | 5.5         | 2,332         | 2.8         | 6,853         | 8.3          |
|                    | <b>B: Total Percent</b>                | <b>20,082</b> | <b>24.4</b> | <b>24,638</b> | <b>30.0</b> | <b>44,720</b> | <b>54.4</b>  |
|                    | <b>Total Percent (A+B)</b>             | <b>43,594</b> | <b>53.0</b> | <b>38,631</b> | <b>47.0</b> | <b>82,225</b> | <b>100.0</b> |

Table 2.4A: reveals that the private profit - making institutions is a major employer in the formal sector in Tanzania with 60.3 percent of all employees. Central and local government ranked second with 29.0 percent of the employees. Cooperatives is the least employer with 0.7 percent of total employees in the formal sector.

The results also indicate that, proportion of employed females both public and private sector (37.3 percent) is nearly half that of males (62.7 percent). It is also observed that, the proportion of male employees in the private profit - making institutions is larger (39.8 percent) than that of females (20.6 percent). A similar pattern is observed in central and local governments, where 16.3 percent of employees are male and 12.7 percent are female.

**Table 2.4B: Percentage Distribution of Total Adult Employees (36+ years) by Sub-Sector and Sex; Tanzania, 2022/23 EES**

| Sector                                 | URT         |             |              | TZM         |             |              | ZNZ         |             |              |
|--|-------------|-------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|
|  | Male        | Female      | Total        | Male        | Female      | Total        | Male        | Female      | Total        |
| <b>A: Private</b>                      |             |             |              |             |             |              |             |             |              |
| Private Profit - Making Institutions   | 29.2        | 14.9        | 44.1         | 29.7        | 15.2        | 44.9         | 13.0        | 6.6         | 19.6         |
| Private Non-Profit Making Institutions | 6.7         | 4.1         | 10.8         | 6.9         | 4.2         | 11.1         | 0.9         | 0.7         | 1.7          |
| Cooperatives                           | 0.6         | 0.3         | 1.0          | 0.6         | 0.3         | 1.0          | 0.3         | 0.1         | 0.4          |
| <b>A: Total Percent</b>                | <b>36.5</b> | <b>19.4</b> | <b>55.9</b>  | <b>37.2</b> | <b>19.8</b> | <b>57.0</b>  | <b>14.2</b> | <b>7.5</b>  | <b>21.7</b>  |
| <b>B: Public</b>                       |             |             |              |             |             |              |             |             |              |
| Central and Local Governments          | 22.9        | 18.3        | 41.2         | 22.8        | 17.6        | 40.4         | 27.3        | 40.0        | 67.3         |
| Parastatal Organizations               | 1.8         | 1.1         | 2.9          | 1.6         | 1.0         | 2.6          | 7.2         | 3.8         | 10.9         |
| <b>B: Total Percent</b>                | <b>24.7</b> | <b>19.4</b> | <b>44.1</b>  | <b>24.4</b> | <b>18.6</b> | <b>43.0</b>  | <b>34.5</b> | <b>43.8</b> | <b>78.3</b>  |
| <b>Total Percent (A+B)</b>             | <b>61.2</b> | <b>38.8</b> | <b>100.0</b> | <b>61.7</b> | <b>38.3</b> | <b>100.0</b> | <b>48.7</b> | <b>51.3</b> | <b>100.0</b> |

| Sector                                 | URT            |                |                  | TZM            |                |                  | ZNZ           |               |               |
|--|----------------|----------------|------------------|----------------|----------------|------------------|---------------|---------------|---------------|
|  | Male           | Female         | Total            | Male           | Female         | Total            | Male          | Female        | Total         |
| <b>Total Number of Adult Employees</b> | <b>718,287</b> | <b>454,554</b> | <b>1,172,841</b> | <b>700,132</b> | <b>435,427</b> | <b>1,135,559</b> | <b>18,155</b> | <b>19,127</b> | <b>37,282</b> |

Table 2.4B shows that private profit-making institutions had the largest proportion of total adult employees in the formal sector with 44.1 percent followed by central and local governments (41.2 percent). Results also reveal that, the proportion of adult males (61.2 percent) is almost twice as compared to that of adult females (38.8 percent).

On the other hand, out of the total employment in Tanzania, 29.2 percent of adult male employees were in private profit -making institutions compared to adult female employees with 14.9 percent. In addition, more adult male employees (22.9 percent) were in central and local governments compared to adult females with 18.3 percent.

**Table 2.4C: Percentage Distribution of Total Youth (15 - 35 years) Employees by Sub -Sector and Sex; Tanzania, 2022/23 EES**

| Sector                                 | URT              |                |                  | TZM              |                |                  | ZNZ           |               |               |
|--|------------------|----------------|------------------|------------------|----------------|------------------|---------------|---------------|---------------|
|  | Male             | Female         | Total            | Male             | Female         | Total            | Male          | Female        | Total         |
| <b>A: Private</b>                      |                  |                |                  |                  |                |                  |               |               |               |
| Private Profit - Making Institutions   | 44.6             | 23.2           | 67.8             | 44.8             | 23.2           | 68.0             | 36.7          | 23.0          | 59.6          |
| Private Non-Profit Making Institutions | 4.4              | 2.7            | 7.1              | 4.5              | 2.7            | 7.1              | 1.6           | 1.7           | 3.3           |
| Cooperatives                           | 0.4              | 0.2            | 0.6              | 0.4              | 0.2            | 0.6              | 2.3           | 0.2           | 2.5           |
| <b>A: Total Percent</b>                | <b>49.5</b>      | <b>26.0</b>    | <b>75.5</b>      | <b>49.6</b>      | <b>26.1</b>    | <b>75.7</b>      | <b>40.5</b>   | <b>24.9</b>   | <b>65.4</b>   |
| <b>B: Public</b>                       |                  |                |                  |                  |                |                  |               |               |               |
| Central and Local Governments          | 13.3             | 10.1           | 23.4             | 13.3             | 10.0           | 23.3             | 12.0          | 16.4          | 28.4          |
| Parastatal Organizations               | 0.7              | 0.4            | 1.1              | 0.6              | 0.4            | 1.0              | 4.1           | 2.1           | 6.2           |
| <b>B: Total Percent</b>                | <b>14.0</b>      | <b>10.5</b>    | <b>24.5</b>      | <b>13.9</b>      | <b>10.4</b>    | <b>24.3</b>      | <b>16.1</b>   | <b>18.5</b>   | <b>34.6</b>   |
| <b>Total Percent (A+B)</b>             | <b>63.4</b>      | <b>36.6</b>    | <b>100.0</b>     | <b>63.6</b>      | <b>36.4</b>    | <b>100.0</b>     | <b>56.6</b>   | <b>43.4</b>   | <b>100.0</b>  |
| <b>Total Number of Youth Employees</b> | <b>1,614,662</b> | <b>930,477</b> | <b>2,545,139</b> | <b>1,589,223</b> | <b>910,973</b> | <b>2,500,196</b> | <b>25,439</b> | <b>19,504</b> | <b>44,943</b> |

Table 2.4C indicates that private sector is an important employer for youth in Tanzania, employing more than three quarters (75.5 percent) of the total youths aged 15 to 35 years compared to public sector with 24.5 percent. On the other hand, lower proportion of female employees (36.6 percent) is observed among youth employees compared to males with 63.4 percent.

Youth male employees accounted for a larger share of employment in the private profit-making institutions (44.6 percent) compared to females (23.2 percent). Relatively, a larger proportion of youth male employees is also observed in central and local governments with 13.3 percent of total youth employees compared to 10.1 percent of youth female employees.

## 2.5 Regular Employment by Citizenship and Sector

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

**Table 2.4: Percentage Distribution of Regular Employees by Citizenship and Sub-Sector; Tanzania, 2022/23 EES**

| Sector                      | URT                              |               |                  | TZM              |               |                  | ZNZ           |             |               |      |
|-----------------------------|----------------------------------|---------------|------------------|------------------|---------------|------------------|---------------|-------------|---------------|------|
|                             | Citizen                          | Non-Citizen   | Total            | Citizen          | Non-Citizen   | Total            | Citizen       | Non-Citizen | Total         |      |
| A: Private                  | Profit -Making Institutions.     | 56.9          | 0.7              | 57.6             | 57.4          | 0.7              | 58.0          | 36.6        | 0.9           | 37.4 |
|                             | Non-Profit -Making Institutions. | 8.4           | 0.1              | 8.5              | 8.5           | 0.1              | 8.6           | 2.6         | 0.0           | 2.7  |
|                             | Cooperatives                     | 0.7           | 0.0              | 0.7              | 0.7           | 0.0              | 0.7           | 1.1         | 0.1           | 1.2  |
| <b>A: Total Percent</b>     | <b>66.0</b>                      | <b>0.8</b>    | <b>66.7</b>      | <b>66.6</b>      | <b>0.8</b>    | <b>67.3</b>      | <b>40.3</b>   | <b>1.0</b>  | <b>41.3</b>   |      |
| B: Public                   | Central and Local Governments    | 31.4          | 0.1              | 31.5             | 31.0          | 0.1              | 31.1          | 49.7        | 0.0           | 49.7 |
|                             | Parastatal Organizations         | 1.8           | 0.0              | 1.8              | 1.6           | 0.0              | 1.6           | 9.0         | 0.0           | 9.0  |
| <b>B: Total Percent</b>     | <b>33.2</b>                      | <b>0.1</b>    | <b>33.3</b>      | <b>32.6</b>      | <b>0.1</b>    | <b>32.7</b>      | <b>58.7</b>   | <b>0.0</b>  | <b>58.7</b>   |      |
| <b>Total Percent: (A+B)</b> | <b>99.1</b>                      | <b>0.9</b>    | <b>100.0</b>     | <b>99.1</b>      | <b>0.9</b>    | <b>100.0</b>     | <b>99.0</b>   | <b>1.0</b>  | <b>100.0</b>  |      |
| <b>Total Employees</b>      | <b>3,361,071</b>                 | <b>29,055</b> | <b>3,390,126</b> | <b>3,285,624</b> | <b>28,285</b> | <b>3,313,909</b> | <b>75,447</b> | <b>770</b>  | <b>76,217</b> |      |

Table 2.5 shows that Tanzanian citizens accounted for 99.1 percent of persons in regular employment. Results also indicate that, there are more non-citizen regular employees in private sector (0.8 percent) compared to public sector (0.1 percent), with most of them employed in profit making institutions (0.7 percent).

### **Key Message**

*Results indicates that Tanzania citizen employees account for 99.1 percent of total regular employees (3,361,071).*

## **2.6 Employment by Industry and Category of Employment**

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

**Table 2.5A: Percentage Distribution of Total Employees by Industry and Category of Employment; Tanzania, 2022/23 EES**

| Industry   | URT               |                  |                 | TZM               |                  |                 | ZNZ               |                  |                 |
|--|-------------------|------------------|-----------------|-------------------|------------------|-----------------|-------------------|------------------|-----------------|
|  | Regular Employees | Casual Employees | Total Employees | Regular Employees | Casual Employees | Total Employees | Regular Employees | Casual Employees | Total Employees |
| Agriculture, forestry and fishing                                    | 4.5               | 4.6              | 4.5             | 4.6               | 4.5              | 4.6             | 1.9               | 10.2             | 2.5             |
| Mining and quarrying   | 2.0               | 2.7              | 2.0             | 2.0               | 2.7              | 2.1             | 0.2               | 2.8              | 0.4             |
| Manufacturing  | 14.3              | 19.0             | 14.7            | 14.6              | 18.8             | 15.0            | 1.4               | 29.1             | 3.4             |
| Electricity, gas, steam and air conditioning supply                  | 0.9               | 0.5              | 0.9             | 0.9               | 0.6              | 0.9             | 1.0               | 0.0              | 1.0             |
| Water supply; sewage, waste management and remediation activities    | 0.5               | 0.4              | 0.5             | 0.5               | 0.4              | 0.5             | 2.9               | 0.7              | 2.7             |
| Construction   | 2.2               | 8.2              | 2.8             | 2.2               | 7.9              | 2.7             | 4.3               | 22.8             | 5.6             |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 9.5               | 21.2             | 10.5            | 9.7               | 21.5             | 10.7            | 1.6               | 3.3              | 1.7             |
| Transportation and storage   | 2.4               | 3.1              | 2.4             | 2.4               | 3.2              | 2.4             | 2.8               | 0.6              | 2.7             |
| Accommodation and food service activities                            | 7.3               | 15.7             | 8.1             | 7.0               | 15.7             | 7.8             | 19.8              | 12.2             | 19.2            |
| Information and communication  | 1.7               | 3.8              | 1.9             | 1.7               | 3.8              | 1.9             | 1.1               | 0.7              | 1.1             |

| Industry  | URT               |                  |                  | TZM               |                  |                  | ZNZ               |                  |                 |
|---|-------------------|------------------|------------------|-------------------|------------------|------------------|-------------------|------------------|-----------------|
|   | Regular Employees | Casual Employees | Total Employees  | Regular Employees | Casual Employees | Total Employees  | Regular Employees | Casual Employees | Total Employees |
| Financial and insurance activities                            | 2.4               | 0.0              | 2.2              | 2.4               | 0.0              | 2.2              | 1.5               | 0.2              | 1.4             |
| Real estate activities  | 0.2               | 0.0              | 0.2              | 0.2               | 0.0              | 0.2              | 0.0               | 0.0              | 0.0             |
| Professional, scientific and technical activities             | 1.5               | 0.5              | 1.4              | 1.5               | 0.5              | 1.4              | 1.3               | 0.2              | 1.2             |
| Administrative and support service activities                 | 5.4               | 2.5              | 5.1              | 5.5               | 2.5              | 5.2              | 1.4               | 1.2              | 1.4             |
| Public administration and Defense; compulsory social security | 13.8              | 0.9              | 12.6             | 13.6              | 0.9              | 12.5             | 20.3              | 0.0              | 18.9            |
| Education   | 16.1              | 2.9              | 15.0             | 15.9              | 2.8              | 14.7             | 28.5              | 5.8              | 26.8            |
| Human Health and social work activities                       | 6.5               | 4.6              | 6.3              | 6.4               | 4.5              | 6.3              | 9.2               | 9.8              | 9.2             |
| Arts, entertainment and recreation                            | 0.5               | 0.4              | 0.5              | 0.5               | 0.4              | 0.4              | 0.8               | 0.4              | 0.7             |
| Other service activities                                      | 8.3               | 9.1              | 8.4              | 8.5               | 9.2              | 8.5              | 0.1               | 0.0              | 0.1             |
| <b>Total Percent</b>  | <b>100.0</b>      | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>      | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>      | <b>100.0</b>     | <b>100.0</b>    |
| <b>Total Employees</b>  | <b>3,390,126</b>  | <b>327,854</b>   | <b>3,717,980</b> | <b>3,313,909</b>  | <b>321,846</b>   | <b>3,635,755</b> | <b>76,217</b>     | <b>6,008</b>     | <b>82,225</b>   |

Table 2.6A indicates that education industry has the largest share of total employment in Tanzania (15.0 percent) followed by manufacturing industry (14.7 percent) and the public administration, defense and compulsory social security with 12.6 percent. On the other hand, the industry with the lowest share of total employment is real estate's activities (0.2 percent).

Moreover, Wholesale and retail trade; repair of motor vehicles and motorcycles ranked as the first important industry for casual employment, employing 21.2 percent of casual employees followed by manufacturing industry with 19.0 percent.

#### Key Message

*Education and Manufacturing industries accounts for the largest share of total employment with 15.0% and 14.7% respectively*

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

**Table 2.6B: Percentage Distribution of Total employment by Industry, Category of Employment and Sex; Tanzania, 2022/23 EES**

| Place of Residence     | Industry   | Regular Employees |                  |                  | Casual Employees |               |                | Total            |
|------------------------|--|-------------------|------------------|------------------|------------------|---------------|----------------|------------------|
|                        |  | Male              | Female           | Total            | Male             | Female        | Total          |                  |
| URT                    | Agriculture, forestry and fishing                                    | 2.9               | 1.6              | 4.5              | 3.0              | 1.6           | 4.6            | 4.5              |
|                        | Mining and quarrying   | 1.7               | 0.3              | 2.0              | 2.6              | 0.1           | 2.7            | 2.0              |
|                        | Manufacturing  | 10.0              | 4.4              | 14.3             | 12.7             | 6.3           | 19.0           | 14.7             |
|                        | Electricity, gas, steam and air conditioning supply                  | 0.6               | 0.3              | 0.9              | 0.5              | 0.0           | 0.5            | 0.9              |
|                        | Water supply; sewage, waste management and remediation activities    | 0.4               | 0.2              | 0.5              | 0.3              | 0.1           | 0.4            | 0.5              |
|                        | Construction   | 1.7               | 0.5              | 2.2              | 7.8              | 0.3           | 8.2            | 2.8              |
|                        | Wholesale and retail trade; repair of motor vehicles and motorcycles | 6.4               | 3.1              | 9.5              | 19.1             | 2.1           | 21.2           | 10.5             |
|                        | Transportation and storage   | 1.8               | 0.6              | 2.4              | 1.9              | 1.2           | 3.1            | 2.4              |
|                        | Accommodation and food service activities                            | 3.2               | 4.1              | 7.3              | 5.3              | 10.4          | 15.7           | 8.1              |
|                        | Information and communication  | 1.1               | 0.6              | 1.7              | 2.7              | 1.1           | 3.8            | 1.9              |
|                        | Financial and insurance activities                                   | 1.2               | 1.1              | 2.4              | 0.0              | 0.0           | 0.0            | 2.2              |
|                        | Real estate activities   | 0.1               | 0.1              | 0.2              | 0.0              | 0.0           | 0.0            | 0.2              |
|                        | Professional, scientific and technical activities                    | 1.0               | 0.6              | 1.5              | 0.4              | 0.1           | 0.5            | 1.4              |
|                        | Administrative and support service activities                        | 3.5               | 1.9              | 5.4              | 1.7              | 0.8           | 2.5            | 5.1              |
|                        | Public administration and Defense; compulsory social security        | 7.7               | 6.0              | 13.8             | 0.6              | 0.4           | 0.9            | 12.6             |
|                        | Education  | 8.9               | 7.2              | 16.1             | 1.4              | 1.5           | 2.9            | 15.0             |
|                        | Human health and social work activities                              | 3.2               | 3.4              | 6.5              | 2.1              | 2.4           | 4.6            | 6.3              |
|                        | Arts, entertainment and recreation                                   | 0.2               | 0.2              | 0.5              | 0.2              | 0.2           | 0.4            | 0.5              |
|                        | Other service activities   | 6.5               | 1.8              | 8.3              | 7.0              | 2.0           | 9.1            | 8.4              |
|                        | <b>Total Employees</b>   |                   | <b>62.1</b>      | <b>37.9</b>      | <b>100.0</b>     | <b>69.5</b>   | <b>30.5</b>    | <b>100.0</b>     |
| <b>Total Employees</b> |  | <b>2,105,094</b>  | <b>1,285,033</b> | <b>3,390,126</b> | <b>227,855</b>   | <b>99,999</b> | <b>327,854</b> | <b>3,717,980</b> |
| TZM                    | Agriculture, forestry and fishing                                    | 3.0               | 1.6              | 4.6              | 2.9              | 1.6           | 4.5            | 4.6              |
|                        | Mining and quarrying   | 1.7               | 0.3              | 2.0              | 2.6              | 0.1           | 2.7            | 2.1              |
|                        | Manufacturing  | 10.2              | 4.4              | 14.6             | 12.4             | 6.4           | 18.8           | 15.0             |
|                        | Electricity, gas, steam and air conditioning supply                  | 0.6               | 0.3              | 0.9              | 0.5              | 0.0           | 0.6            | 0.9              |
|                        | Water supply; sewage, waste management and remediation activities    | 0.3               | 0.1              | 0.5              | 0.3              | 0.1           | 0.4            | 0.5              |
|                        | Construction   | 1.7               | 0.5              | 2.2              | 7.6              | 0.3           | 7.9            | 2.7              |
|                        | Wholesale and retail trade; repair of motor vehicles and motorcycles | 6.5               | 3.2              | 9.7              | 19.4             | 2.1           | 21.5           | 10.7             |
|                        | Transportation and storage   | 1.8               | 0.6              | 2.4              | 1.9              | 1.2           | 3.2            | 2.4              |
|                        | Accommodation and food service activities                            | 3.0               | 4.0              | 7.0              | 5.3              | 10.4          | 15.7           | 7.8              |
|                        | Information and communication  | 1.1               | 0.6              | 1.7              | 2.7              | 1.1           | 3.8            | 1.9              |
|                        | Financial and insurance activities                                   | 1.3               | 1.1              | 2.4              | 0.0              | 0.0           | 0.0            | 2.2              |
|                        | Real estate activities   | 0.1               | 0.1              | 0.2              | -                | -             | -              | 0.2              |
|                        | Professional, scientific and technical activities                    | 1.0               | 0.6              | 1.5              | 0.4              | 0.1           | 0.5            | 1.4              |
|                        | Administrative and support service activities                        | 3.5               | 2.0              | 5.5              | 1.7              | 0.8           | 2.5            | 5.2              |
|                        | Public administration and Defense; compulsory social security        | 7.7               | 5.9              | 13.6             | 0.6              | 0.4           | 0.9            | 12.5             |

| Place of Residence | Industry   | Regular Employees |                  |                  | Casual Employees |               |                | Total            |
|--------------------|--|-------------------|------------------|------------------|------------------|---------------|----------------|------------------|
|                    |  | Male              | Female           | Total            | Male             | Female        | Total          |                  |
|                    | Education  | 8.9               | 6.9              | 15.9             | 1.4              | 1.4           | 2.8            | 14.7             |
|                    | Human health and social work activities                              | 3.1               | 3.3              | 6.4              | 2.1              | 2.4           | 4.5            | 6.3              |
|                    | Arts, entertainment and recreation                                   | 0.2               | 0.2              | 0.5              | 0.2              | 0.2           | 0.4            | 0.4              |
|                    | Other service activities   | 6.6               | 1.9              | 8.5              | 7.2              | 2.1           | 9.2            | 8.5              |
|                    | <b>Total Employees</b>   | <b>62.3</b>       | <b>37.7</b>      | <b>100.0</b>     | <b>69.4</b>      | <b>30.6</b>   | <b>100.0</b>   | <b>100.0</b>     |
|                    | <b>Total Employees</b>   | <b>2,066,056</b>  | <b>1,247,854</b> | <b>3,313,909</b> | <b>223,299</b>   | <b>98,547</b> | <b>321,846</b> | <b>3,635,755</b> |
|                    | Agriculture, forestry and fishing                                    | 1.1               | 0.8              | 1.9              | 7.9              | 2.3           | 10.2           | 2.5              |
|                    | Mining and quarrying   | 0.1               | 0.1              | 0.2              | 1.7              | 1.1           | 2.8            | 0.4              |
|                    | Manufacturing  | 1.1               | 0.3              | 1.4              | 25.9             | 3.2           | 29.1           | 3.4              |
|                    | Electricity, gas, steam and air conditioning supply                  | 0.8               | 0.2              | 1.0              | 0.0              | 0.0           | 0.0            | 1.0              |
|                    | Water supply; sewage, waste management and remediation activities    | 1.8               | 1.1              | 2.9              | 0.3              | 0.4           | 0.7            | 2.7              |
|                    | Construction   | 3.8               | 0.5              | 4.3              | 21.8             | 1.0           | 22.8           | 5.6              |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 1.2               | 0.4              | 1.6              | 2.5              | 0.8           | 3.3            | 1.7              |
|                    | Transportation and storage   | 1.8               | 1.0              | 2.8              | 0.5              | 0.1           | 0.6            | 2.7              |
|                    | Accommodation and food service activities                            | 12.7              | 7.0              | 19.8             | 6.4              | 5.8           | 12.2           | 19.2             |
|                    | Information and communication  | 0.7               | 0.4              | 1.1              | 0.4              | 0.3           | 0.7            | 1.1              |
| <b>ZNZ</b>         | Financial and insurance activities                                   | 0.9               | 0.7              | 1.5              | 0.1              | 0.1           | 0.2            | 1.4              |
|                    | Real estate activities   | 0.0               | 0.0              | 0.0              | 0.0              | 0.0           | 0.0            | 0.0              |
|                    | Professional, scientific and technical activities                    | 0.7               | 0.6              | 1.3              | 0.2              | 0.0           | 0.2            | 1.2              |
|                    | Administrative and support service activities                        | 1.0               | 0.3              | 1.4              | 0.7              | 0.5           | 1.2            | 1.4              |
|                    | Public administration and Defense; compulsory social security        | 10.2              | 10.1             | 20.3             | 0.0              | 0.0           | 0.0            | 18.9             |
|                    | Education  | 9.1               | 19.4             | 28.5             | 2.2              | 3.6           | 5.8            | 26.8             |
|                    | Human health and social work activities                              | 3.8               | 5.4              | 9.2              | 4.9              | 4.8           | 9.8            | 9.2              |
|                    | Arts, entertainment and recreation                                   | 0.4               | 0.4              | 0.8              | 0.3              | 0.1           | 0.4            | 0.7              |
|                    | Other service activities   | 0.0               | 0.0              | 0.1              | 0.0              | 0.0           | 0.0            | 0.1              |
|                    | <b>Total Employees</b>   | <b>51.2</b>       | <b>48.8</b>      | <b>100.0</b>     | <b>75.8</b>      | <b>24.2</b>   | <b>100.0</b>   | <b>100.0</b>     |
|                    | <b>Total Employees</b>   | <b>39,038</b>     | <b>37,179</b>    | <b>76,217</b>    | <b>4,556</b>     | <b>1,452</b>  | <b>6,008</b>   | <b>82,225</b>    |

The findings from Table 2.6B show that, the largest proportion of regular male employees are in manufacturing industry (10.0 percent) followed by education (8.9 percent) and Public Administration, Defense and Compulsory Social Security (7.7 percent). On the other hand, there are proportionately more females in accommodation and food service activities (4.1 percent); and in human health and social work activities (3.4 percent).

With regard to casual employment, the results indicate that industry with the larger proportion of casual employment is Wholesale and retail trade; repair of motor vehicles and motorcycles (21.2%) with larger proportion of males (19.1%) than females (2.1%).



Manufacturing industry ranked second with (19.0%) where by males constitute larger proportion (12.7%) compared with females (6.3 percent). Results further indicate that female casual employees are dominated in only three industries; accommodation and food service activities, education industry as well as human health and social work activities. The remaining industries are dominated by males.

## 2.8 Employment by Industry and Sector

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

**Table 2.6: Percentage Distribution of Total Employees by Industry and Sector; Tanzania, 2022/23 EES**

| Industry   | URT     |        |       | TZM     |        |       | ZNZ     |        |       |
|--|---------|--------|-------|---------|--------|-------|---------|--------|-------|
|  | Private | Public | Total | Private | Public | Total | Private | Public | Total |
| Agriculture, forestry and fishing                                    | 5.3     | 2.8    | 4.5   | 5.3     | 2.8    | 4.6   | 1.7     | 3.2    | 2.5   |
| Mining and quarrying   | 2.7     | 0.5    | 2.0   | 2.7     | 0.6    | 2.1   | 0.8     | 0.0    | 0.4   |
| Manufacturing  | 21.0    | 0.5    | 14.7  | 21.2    | 0.5    | 15.0  | 7.1     | 0.3    | 3.4   |
| Electricity, gas, steam and air conditioning supply                  | 0.5     | 1.7    | 0.9   | 0.5     | 1.7    | 0.9   | 0.0     | 1.8    | 1.0   |
| Water supply; sewage, waste management and remediation activities    | 0.2     | 1.4    | 0.5   | 0.2     | 1.3    | 0.5   | 0.1     | 4.9    | 2.7   |
| Construction   | 3.5     | 1.1    | 2.8   | 3.4     | 1.1    | 2.7   | 9.9     | 2.0    | 5.6   |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 13.9    | 3.0    | 10.5  | 14.0    | 3.1    | 10.7  | 2.7     | 0.9    | 1.7   |
| Transportation and storage   | 2.9     | 1.4    | 2.4   | 2.9     | 1.3    | 2.4   | 1.8     | 3.3    | 2.7   |
| Accommodation and food service activities                            | 11.6    | 0.1    | 8.1   | 11.1    | 0.1    | 7.8   | 42.1    | 0.0    | 19.2  |
| Information and communication  | 2.4     | 0.7    | 1.9   | 2.4     | 0.7    | 1.9   | 1.2     | 0.9    | 1.1   |

| Industry  | URT              |                  |                  | TZM              |                  |                  | ZNZ           |               |               |
|---|------------------|------------------|------------------|------------------|------------------|------------------|---------------|---------------|---------------|
|   | Private          | Public           | Total            | Private          | Public           | Total            | Private       | Public        | Total         |
| Financial and insurance activities                            | 2.5              | 1.3              | 2.2              | 2.6              | 1.3              | 2.2              | 1.2           | 1.6           | 1.4           |
| Real estate activities  | 0.2              | 0.1              | 0.2              | 0.2              | 0.1              | 0.2              | 0.0           | 0.0           | 0.0           |
| Professional, scientific and technical activities             | 1.0              | 2.3              | 1.4              | 1.1              | 2.3              | 1.4              | 0.7           | 1.6           | 1.2           |
| Administrative and support service activities                 | 6.2              | 2.6              | 5.1              | 6.3              | 2.7              | 5.2              | 3.0           | 0.0           | 1.4           |
| Public administration and Defense; compulsory social security | 0.6              | 39.8             | 12.6             | 0.6              | 40.0             | 12.5             | 0.0           | 34.7          | 18.9          |
| Education   | 8.0              | 30.6             | 15.0             | 7.8              | 30.6             | 14.7             | 20.5          | 32.1          | 26.8          |
| Human health and social work activities                       | 5.1              | 9.1              | 6.3              | 5.1              | 9.0              | 6.3              | 6.5           | 11.5          | 9.2           |
| Arts, entertainment and recreation                            | 0.6              | 0.1              | 0.5              | 0.6              | 0.1              | 0.4              | 0.4           | 1.0           | 0.7           |
| Other service activities                                      | 11.7             | 0.8              | 8.4              | 11.9             | 0.8              | 8.5              | 0.2           | 0.0           | 0.1           |
| <b>Total Percent</b>  | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>  | <b>100.0</b>  | <b>100.0</b>  |
| <b>Total Employees</b>  | <b>2,577,534</b> | <b>1,140,446</b> | <b>3,717,980</b> | <b>2,540,029</b> | <b>1,095,726</b> | <b>3,635,755</b> | <b>37,505</b> | <b>44,720</b> | <b>82,225</b> |

The results in Table 2.7 reveal that the largest proportion of employees in private sector are in Manufacturing industry (21.0%) followed by Wholesale and retail trade, Repair of motor vehicles and motorcycles (13.9%). As regards to public sector, the industry with the larger proportion of employment is public administration, defense and compulsory social security industry with 39.8 percent followed by Education with 30.6 percent. The industries with the lowest proportion of employment in public sector are Real estate; Accommodation and food service activities; and Arts, entertainment and recreation with 0.1 percent each.

## 2.9 Industry of Employment

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

**Table 2.7: Percentage Distribution of Total Citizen Employees by Industry and Sex; Tanzania, 2022/23 EES**

| Industry   | URT              |                  |                  | TZM              |                  |                  | ZNZ           |               |               |
|--|------------------|------------------|------------------|------------------|------------------|------------------|---------------|---------------|---------------|
|  | Male             | Female           | Total            | Male             | Female           | Total            | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 4.7              | 4.2              | 4.5              | 4.8              | 4.3              | 4.6              | 3.0           | 2.0           | 2.6           |
| Mining and quarrying   | 2.8              | 0.7              | 2.0              | 2.9              | 0.7              | 2.1              | 0.4           | 0.3           | 0.4           |
| Manufacturing  | 16.2             | 12.0             | 14.6             | 16.4             | 12.3             | 14.9             | 5.5           | 1.1           | 3.4           |
| Electricity, gas, steam and air conditioning supply                  | 0.9              | 0.8              | 0.9              | 0.9              | 0.8              | 0.9              | 1.5           | 0.4           | 1.0           |
| Water supply; sewage, waste management and remediation activities    | 0.6              | 0.4              | 0.5              | 0.5              | 0.4              | 0.5              | 3.2           | 2.2           | 2.7           |
| Construction   | 3.6              | 1.3              | 2.8              | 3.5              | 1.4              | 2.7              | 9.4           | 1.1           | 5.5           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 11.9             | 8.1              | 10.5             | 12.1             | 8.3              | 10.7             | 2.4           | 1.0           | 1.7           |
| Transportation and storage   | 2.9              | 1.7              | 2.4              | 2.9              | 1.7              | 2.4              | 3.2           | 2.0           | 2.7           |
| Accommodation and food service activities                            | 5.3              | 12.6             | 8.0              | 5.0              | 12.5             | 7.8              | 22.7          | 14.5          | 18.8          |
| Information and communication  | 1.9              | 1.7              | 1.9              | 2.0              | 1.7              | 1.9              | 1.2           | 0.9           | 1.1           |
| Financial and insurance activities                                   | 1.8              | 2.8              | 2.2              | 1.8              | 2.8              | 2.2              | 1.5           | 1.3           | 1.4           |
| Real estate activities   | 0.2              | 0.2              | 0.2              | 0.2              | 0.2              | 0.2              | 0.1           | 0.0           | 0.0           |
| Professional, scientific and technical activities                    | 1.4              | 1.5              | 1.4              | 1.4              | 1.5              | 1.4              | 1.2           | 1.2           | 1.2           |
| Administrative and support service activities                        | 5.3              | 4.8              | 5.1              | 5.4              | 4.9              | 5.2              | 1.9           | 0.7           | 1.4           |
| Public administration and Defense; compulsory social security        | 11.4             | 14.8             | 12.7             | 11.3             | 14.7             | 12.6             | 18.0          | 20.1          | 19.0          |
| Education  | 13.2             | 18.1             | 15.0             | 13.1             | 17.5             | 14.8             | 16.4          | 38.8          | 27.0          |
| Human health and social work activities                              | 4.9              | 8.8              | 6.4              | 4.9              | 8.7              | 6.3              | 7.4           | 11.5          | 9.3           |
| Arts, entertainment and recreation                                   | 0.3              | 0.6              | 0.5              | 0.3              | 0.6              | 0.4              | 0.8           | 0.7           | 0.7           |
| Other service activities   | 10.5             | 4.9              | 8.4              | 10.7             | 5.1              | 8.6              | 0.1           | 0.1           | 0.1           |
| <b>Total Percent</b>   | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>  | <b>100.0</b>  | <b>100.0</b>  |
| <b>Total Employees</b>   | <b>2,307,161</b> | <b>1,381,763</b> | <b>3,688,925</b> | <b>2,264,112</b> | <b>1,343,357</b> | <b>3,607,470</b> | <b>43,035</b> | <b>38,420</b> | <b>81,455</b> |

Findings in Table 2.8 depicts that, there are more female citizen employees in Education; Public administration and defense; compulsory social security; Accommodation and Food Services Activities; as well as Human Health and Social Work Activities with 18.1 percent,

14.9 percent, 12.6 percent and 8.8 percent compared to their counterpart males with 13.2 percent, 11.4 percent, 5.3 percent and 4.9 percent respectively. Male citizen employees are dominated in Manufacturing; construction; Wholesale and Retail Trade as well as Mining and quarrying as compared with female's citizen employees in those highlighted industries.

## 2.10 Regular Employment, Citizenship and Industry

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

**Table 2.8: Percentage Distribution of Regular Employees by Citizenship and Industry; Tanzania, 2022/23 EES**

| Industry   | TZM                       |                               |       | TZM                       |                               |       | ZNZ                       |                               |       |
|--|---------------------------|-------------------------------|-------|---------------------------|-------------------------------|-------|---------------------------|-------------------------------|-------|
|  | Regular citizen employees | Regular non-citizen employees | Total | Regular citizen employees | Regular non-citizen employees | Total | Regular citizen employees | Regular non-citizen employees | Total |
| Agriculture, forestry and fishing                                    | 4.5                       | 1.3                           | 4.5   | 4.6                       | 1.4                           | 4.6   | 2.0                       | 0.0                           | 1.9   |
| Mining and quarrying   | 2.0                       | 3.4                           | 2.0   | 2.0                       | 3.5                           | 2.0   | 0.2                       | 0.0                           | 0.2   |
| Manufacturing  | 14.2                      | 30.9                          | 14.3  | 14.5                      | 31.6                          | 14.6  | 1.4                       | 3.1                           | 1.4   |
| Electricity, gas, steam and air conditioning supply                  | 0.9                       | 0.5                           | 0.9   | 0.9                       | 0.5                           | 0.9   | 1.0                       | 0.0                           | 1.0   |
| Water supply; sewage, waste management and remediation activities    | 0.5                       | 0.4                           | 0.5   | 0.5                       | 0.4                           | 0.5   | 2.9                       | 0.0                           | 2.9   |
| Construction   | 2.2                       | 4.9                           | 2.2   | 2.2                       | 4.6                           | 2.2   | 4.1                       | 17.5                          | 4.3   |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 9.4                       | 19.7                          | 9.5   | 9.6                       | 20.2                          | 9.7   | 1.6                       | 1.2                           | 1.6   |
| Transportation and storage   | 2.4                       | 1.2                           | 2.4   | 2.4                       | 1.2                           | 2.4   | 2.8                       | 2.6                           | 2.8   |
| Accommodation and food service activities                            | 7.3                       | 12.0                          | 7.3   | 7.0                       | 10.7                          | 7.0   | 19.3                      | 59.6                          | 19.8  |
| Information and communication  | 1.7                       | 2.4                           | 1.7   | 1.7                       | 2.4                           | 1.7   | 1.1                       | 0.1                           | 1.1   |
| Financial and insurance activities                                   | 2.4                       | 0.5                           | 2.4   | 2.4                       | 0.5                           | 2.4   | 1.5                       | 0.0                           | 1.5   |
| Real estate activities   | 0.2                       | 0.1                           | 0.2   | 0.2                       | 0.1                           | 0.2   | 0.0                       | 0.0                           | 0.0   |
| Professional, scientific and technical activities                    | 1.5                       | 1.6                           | 1.5   | 1.5                       | 1.6                           | 1.5   | 1.3                       | 0.0                           | 1.3   |
| Administrative and support service activities                        | 5.4                       | 7.9                           | 5.4   | 5.4                       | 8.1                           | 5.5   | 1.4                       | 1.4                           | 1.4   |

| Industry  | TZM                       |                               |                  | TZM                       |                               |                  | ZNZ                       |                               |               |
|---|---------------------------|-------------------------------|------------------|---------------------------|-------------------------------|------------------|---------------------------|-------------------------------|---------------|
|   | Regular citizen employees | Regular non-citizen employees | Total            | Regular citizen employees | Regular non-citizen employees | Total            | Regular citizen employees | Regular non-citizen employees | Total         |
| Public administration and defense; compulsory social security | 13.9                      | 2.6                           | 13.8             | 13.7                      | 2.6                           | 13.6             | 20.5                      | 0.0                           | 20.3          |
| Education   | 16.2                      | 6.9                           | 16.1             | 15.9                      | 6.7                           | 15.9             | 28.6                      | 13.1                          | 28.5          |
| Human Health and social work activities                       | 6.5                       | 1.8                           | 6.5              | 6.5                       | 1.9                           | 6.4              | 9.3                       | 1.3                           | 9.2           |
| Arts, entertainment and recreation                            | 0.5                       | 0.4                           | 0.5              | 0.5                       | 0.4                           | 0.5              | 0.8                       | 0.0                           | 0.8           |
| Other service activities                                      | 8.4                       | 1.4                           | 8.3              | 8.5                       | 1.5                           | 8.5              | 0.1                       | 0.0                           | 0.1           |
| <b>Total Percent</b>  | <b>100.0</b>              | <b>100.0</b>                  | <b>100.0</b>     | <b>100.0</b>              | <b>100.0</b>                  | <b>100.0</b>     | <b>100.0</b>              | <b>100.0</b>                  | <b>100.0</b>  |
| <b>Total Number</b>   | <b>3,361,071</b>          | <b>29,055</b>                 | <b>3,390,126</b> | <b>3,285,624</b>          | <b>28,285</b>                 | <b>3,313,909</b> | <b>75,447</b>             | <b>770</b>                    | <b>76,217</b> |

Findings in Table 2.9 show that Education industry has the highest proportion of regular citizen employees with 16.2 percent followed by Manufacturing industry (14.2%) and Public Administration, Defense and Compulsory Social Security (13.9%). The findings further reveal that the majority of non-citizen regular employees are in Manufacturing industry (30.9%) followed by Wholesale, Retail Trade, Repair of Motor Vehicles and Motorcycles (19.7%) as well as Accommodation and food service activities with 12.0 percent.

## 2.11 Employment by Region and Sector

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

**Table 2.9: Percentage Distribution of Total Employees by Region and Sector; Tanzania, 2022/23 EES**

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

Findings in Table 2.10 reveals that overall, Dar es Salaam region had the largest proportion of the total employees (33.2%) followed by Morogoro with 8.0 percent, Arusha (5.2%) and Mbeya with 4.7 percent. Kaskazini Pemba recorded the lowest share of total employment standing at 0.1 percent. On the other hand, the same pattern of employment

distribution is observed across private sector with Dar es Salaam region recording the largest share (30.6%) followed by Morogoro at 5.4 percent. Furthermore, for the public sector, Dar es Salaam and Morogoro regions have the highest proportion of employees each with 2.6% followed by Dodoma (1.7%) and Mbeya (1.5%).

## 2.12 Category of Employment by Region

This section analyses the distribution of employment by region, category of employment and sex. The findings from this section will help to analyse the gender patterns of employment across different regions for supporting development of regional specific pro - gender programmes.

**Table 2.10: Percentage Distribution of Total Employees by Region, Category of Employment and Sex; Tanzania, 2022/23 EES**

| Region        | Regular Employees |        |       | Casual Employees |        |       | Total |
|---------------|-------------------|--------|-------|------------------|--------|-------|-------|
|               | Male              | Female | Total | Male             | Female | Total |       |
| Dodoma        | 1.7               | 1.4    | 3.1   | 3.9              | 2.3    | 6.3   | 3.3   |
| Arusha        | 3.2               | 2.3    | 5.5   | 1.3              | 0.6    | 1.9   | 5.2   |
| Kilimanjaro   | 2.0               | 1.7    | 3.7   | 4.7              | 3.2    | 8.0   | 4.1   |
| Tanga         | 2.6               | 1.8    | 4.4   | 2.4              | 1.2    | 3.7   | 4.4   |
| Morogoro      | 5.5               | 3.0    | 8.5   | 1.2              | 1.1    | 2.3   | 8.0   |
| Pwani         | 1.7               | 0.9    | 2.6   | 0.4              | 0.2    | 0.6   | 2.4   |
| Dar es Salaam | 20.9              | 11.5   | 32.4  | 31.5             | 9.3    | 40.9  | 33.2  |
| Lindi         | 0.9               | 0.6    | 1.5   | 0.5              | 0.6    | 1.1   | 1.5   |
| Mtwara        | 1.0               | 0.4    | 1.4   | 1.7              | 1.7    | 3.4   | 1.6   |
| Ruvuma        | 1.1               | 0.8    | 1.9   | 1.1              | 0.3    | 1.4   | 1.8   |
| Iringa        | 1.3               | 1.0    | 2.2   | 0.5              | 0.7    | 1.2   | 2.1   |
| Mbeya         | 2.9               | 1.8    | 4.7   | 3.8              | 1.0    | 4.8   | 4.7   |
| Singida       | 1.1               | 0.7    | 1.8   | 1.5              | 0.4    | 2.0   | 1.8   |
| Tabora        | 0.8               | 0.6    | 1.4   | 2.1              | 0.9    | 3.0   | 1.5   |
| Rukwa         | 0.7               | 0.5    | 1.3   | 0.6              | 0.6    | 1.2   | 1.2   |
| Kigoma        | 1.3               | 0.7    | 2.0   | 1.0              | 0.5    | 1.5   | 1.9   |
| Shinyanga     | 1.8               | 1.0    | 2.8   | 2.2              | 0.7    | 2.9   | 2.8   |
| Kagera        | 1.5               | 1.0    | 2.6   | 0.6              | 0.2    | 0.8   | 2.4   |
| Mwanza        | 3.0               | 1.7    | 4.6   | 2.5              | 0.8    | 3.2   | 4.5   |
| Mara          | 1.6               | 0.9    | 2.5   | 1.1              | 0.8    | 1.9   | 2.4   |
| Manyara       | 1.1               | 0.5    | 1.6   | 0.7              | 0.3    | 1.0   | 1.5   |
| Njombe        | 0.8               | 0.6    | 1.4   | 0.0              | 0.0    | 0.0   | 1.3   |
| Katavi        | 0.4               | 0.2    | 0.6   | 0.4              | 0.3    | 0.7   | 0.6   |
| Simiyu        | 0.6               | 0.4    | 1.0   | 0.8              | 1.0    | 1.8   | 1.1   |
| Geita         | 0.9               | 0.5    | 1.4   | 0.9              | 0.6    | 1.5   | 1.4   |



| Region                 | Regular Employees |                  |                  | Casual Employees |               |                | Total            |
|------------------------|-------------------|------------------|------------------|------------------|---------------|----------------|------------------|
|                        | Male              | Female           | Total            | Male             | Female        | Total          |                  |
| Songwe                 | 0.4               | 0.3              | 0.8              | 0.7              | 0.7           | 1.4            | 0.8              |
| Kaskazini Unguja       | 0.2               | 0.1              | 0.3              | 0.0              | 0.0           | 0.1            | 0.3              |
| Kusini Unguja          | 0.2               | 0.1              | 0.3              | 0.2              | 0.1           | 0.3            | 0.3              |
| Mjini Magharibi        | 0.6               | 0.6              | 1.2              | 0.9              | 0.2           | 1.2            | 1.2              |
| Kaskazini Pemba        | 0.0               | 0.0              | 0.1              | 0.2              | 0.0           | 0.2            | 0.1              |
| Kusini Pemba           | 0.1               | 0.2              | 0.3              | 0.1              | 0.0           | 0.1            | 0.3              |
| <b>Total Percent</b>   | <b>62.1</b>       | <b>37.9</b>      | <b>100.0</b>     | <b>69.5</b>      | <b>30.5</b>   | <b>100.0</b>   | <b>100.0</b>     |
| <b>Total Employees</b> | <b>2,105,094</b>  | <b>1,285,033</b> | <b>3,390,126</b> | <b>227,855</b>   | <b>99,999</b> | <b>327,854</b> | <b>3,717,980</b> |

Result from Table 2.11 show that the largest share of total regular employees is in Dar es Salaam region with 32.4 percent followed by Morogoro with 8.5 percent and Arusha (5.5%). In addition, most of casual workers are also found in Dar es Salaam region with 40.9 percent followed by Kilimanjaro (8.0%), Dodoma (6.3%) and Mbeya (4.8%).

On top of that, results reveal that male – female gap in regular employment is observed across all regions with the highest gap observed in Dar es Salaam region with 9.3 percentage points; Morogoro with 2.6 percentage points and Mwanza 1.3 percentage points. With regard to casual employment, all regions are dominated by males compared to female with the highest male-female gap observed again in Dar es Salaam region with 22.2 percentage point followed by Mbeya (2.8 percentage point) and Mwanza (1.7 percentage point). Furthermore, Simiyu, Iringa and Lindi are the only regions with slightly higher proportion of females than male’s casual employees recording 0.2, 0.2 and 0.1 percentage point difference respectively.

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

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

**Table 2.11: Percentage Distribution of Total Employees by Sector, Region and Age Group; Tanzania, 2022/23 EES**

| Region                 | Private Sector    |                       | Public Sector     |                       |
|------------------------|-------------------|-----------------------|-------------------|-----------------------|
|                        | Adult (36+ Years) | Youth (15 - 35 Years) | Adult (36+ Years) | Youth (15 - 35 Years) |
| Dodoma                 | 2.5               | 2.4                   | 7.3               | 3.9                   |
| Arusha                 | 7.0               | 6.0                   | 3.2               | 2.1                   |
| Kilimanjaro            | 6.1               | 3.6                   | 4.6               | 3.0                   |
| Tanga                  | 4.7               | 3.7                   | 8.2               | 2.8                   |
| Morogoro               | 5.7               | 8.5                   | 4.7               | 11.4                  |
| Pwani                  | 2.2               | 1.7                   | 4.2               | 3.3                   |
| Dar es Salaam          | 39.4              | 45.7                  | 9.0               | 8.0                   |
| Lindi                  | 0.6               | 0.5                   | 2.9               | 4.3                   |
| Mtwara                 | 1.9               | 1.1                   | 2.6               | 1.7                   |
| Ruvuma                 | 1.9               | 1.5                   | 3.5               | 1.5                   |
| Iringa                 | 2.1               | 1.7                   | 3.4               | 2.5                   |
| Mbeya                  | 2.9               | 5.2                   | 5.1               | 4.6                   |
| Singida                | 1.9               | 1.0                   | 3.5               | 2.9                   |
| Tabora                 | 1.2               | 0.9                   | 3.1               | 2.7                   |
| Rukwa                  | 1.4               | 0.8                   | 2.0               | 1.9                   |
| Kigoma                 | 2.2               | 1.2                   | 2.5               | 3.5                   |
| Shinyanga              | 1.9               | 1.6                   | 3.5               | 6.9                   |
| Kagera                 | 1.1               | 1.7                   | 1.6               | 6.8                   |
| Mwanza                 | 6.0               | 4.0                   | 5.2               | 4.0                   |
| Mara                   | 1.4               | 1.8                   | 2.5               | 5.5                   |
| Manyara                | 1.7               | 0.9                   | 3.0               | 2.1                   |
| Njombe                 | 0.7               | 0.6                   | 1.6               | 3.7                   |
| Katavi                 | 0.2               | 0.3                   | 0.8               | 1.8                   |
| Simiyu                 | 0.7               | 0.7                   | 2.3               | 1.7                   |
| Geita                  | 0.9               | 0.8                   | 2.8               | 2.5                   |
| Songwe                 | 0.3               | 0.5                   | 1.1               | 2.2                   |
| Kaskazini Unguja       | 0.2               | 0.3                   | 0.4               | 0.1                   |
| Kusini Unguja          | 0.2               | 0.3                   | 0.5               | 0.2                   |
| Mjini Magharibi        | 0.6               | 0.8                   | 3.4               | 1.6                   |
| Kaskazini Pemba        | 0.1               | 0.1                   | 0.2               | 0.1                   |
| Kusini Pemba           | 0.1               | 0.0                   | 1.2               | 0.6                   |
| <b>Total Percent</b>   | <b>100.0</b>      | <b>100.0</b>          | <b>100.0</b>      | <b>100.0</b>          |
| <b>Total Employees</b> | <b>716,824</b>    | <b>2,055,061</b>      | <b>554,426</b>    | <b>706,356</b>        |

Findings in Table 2.12 indicates that Dar es Salaam region has the highest share of adult employees in private sector with 39.4 percent followed by Arusha (7.0%); Kilimanjaro (6.1%) and Mwanza (6.0%). It is also revealed that Dar es Salaam has the highest share

of youth employees in private sector with 45.7 percent followed by Morogoro with 8.5 percent and Arusha (6.0%).

Moreover, the findings reveal that Dar es Salaam and Tanga regions have the highest share of adult employees in the public sector with 9.0 percent and 8.2 percent respectively followed by Dodoma (7.3%); Mwanza (5.2%) and Mbeya (5.1%). With regard to youth employees in public sector, Morogoro region has the highest share (11.4%) followed by Dar es Salaam (8.0%); Shinyanga (6.9%) and Kagera (6.8%). Generally, the findings give an indication of promoting investment across all regions of Tanzania for creating more opportunities for employment specifically in the private sector.

## CHAPTER THREE

### Monthly Wage Rate Profile

#### 3.1 Introduction

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

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

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

This section presents findings on distribution of citizen employees by wage rates. Wage rate is crucial as it determines the compensation employees receive for their work, affecting both their financial stability and overall morale. The information obtained is important in designing and reviewing wage and remuneration policies and understanding wage differentials between public and private sectors.

**Table 3.1: Distribution of Total Regular Citizen Employees with Permanent Contract by Sector and Monthly Wage Rate (TZS); Tanzania, 2022/23 EES**

| Monthly Wage Rate (TZS) Group          | URT              |                |                  | TZM              |                |                  | ZNZ          |               |               |
|--|------------------|----------------|------------------|------------------|----------------|------------------|--------------|---------------|---------------|
|  | Private          | Public         | Total            | Private          | Public         | Total            | Private      | Public        | Total         |
| Up to 140,000                          | 16.4             | 0.0            | 8.5              | 16.4             | 0.0            | 8.7              | 6.8          | 0.0           | 0.8           |
| 140,001 -199,999                       | 15.6             | 0.0            | 8.1              | 15.7             | 0.0            | 8.2              | 5.5          | 0.0           | 0.6           |
| 200,000-299,999                        | 14.5             | 0.0            | 7.5              | 14.5             | 0.0            | 7.6              | 10.0         | 0.0           | 1.1           |
| 300,000-399,999                        | 14.6             | 22.8           | 18.6             | 14.5             | 23.4           | 18.7             | 34.7         | 10.9          | 13.5          |
| 400,000-499,999                        | 10.7             | 11.2           | 11.0             | 10.7             | 11.3           | 11.0             | 14.0         | 10.8          | 11.2          |
| 500,000-599,999                        | 7.6              | 14.9           | 11.1             | 7.6              | 14.9           | 11.1             | 7.0          | 13.9          | 13.1          |
| 600,000 - 699,999                      | 6.1              | 10.4           | 8.2              | 6.1              | 10.4           | 8.1              | 6.4          | 11.6          | 11.0          |
| Above 700,000                          | 14.5             | 40.7           | 27.2             | 14.5             | 40.1           | 26.6             | 15.5         | 52.9          | 48.8          |
| <b>Total Percent</b>                   | <b>100.0</b>     | <b>100.0</b>   | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>   | <b>100.0</b>     | <b>100.0</b> | <b>100.0</b>  | <b>100.0</b>  |
| <b>Total Regular Citizen Employees</b> | <b>1,029,808</b> | <b>965,264</b> | <b>1,995,072</b> | <b>1,024,493</b> | <b>922,416</b> | <b>1,946,909</b> | <b>5,315</b> | <b>42,848</b> | <b>48,163</b> |

Results in Table 3.1 shows that, the largest proportion of URT regular citizen employees with permanent contracts earned monthly wages above TZS 700,000 (27.2 percent), of whom 14.5 percent were in private sector and 40.7 percent were in public sector, followed by those who earned monthly wages between TZS 300,000 to 399,999 (18.6 percent). Additionally, regular citizens who earned monthly wages of less than TZS 300,000 were all in private sector.

#### Key Message

*The results reveal that majority of URT regular citizen employees with permanent contract (27.2 percent) earn monthly wages above TZS 700,000.*

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

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

**Table 3.2: Distribution of Total Regular Citizen Employees with Temporary Contract by Monthly Wage Rate (TZS) and Sector; Tanzania, 2022/23 EES**

| Monthly Wage Rate (TZS) Group          | URT              |                |                  | TZM              |                |                  | ZNZ           |              |               |
|--|------------------|----------------|------------------|------------------|----------------|------------------|---------------|--------------|---------------|
|  | Private          | Public         | Total            | Private          | Public         | Total            | Private       | Public       | Total         |
| Up to 140,000                          | 10.1             | 0.2            | 8.9              | 10.1             | 0.0            | 8.9              | 6.8           | 16.3         | 7.5           |
| 140,001 -199,999                       | 13.2             | 0.0            | 11.7             | 13.4             | 0.0            | 11.8             | 4.5           | 0.3          | 4.2           |
| 200,000-299,999                        | 16.0             | 0.1            | 14.2             | 16.2             | 0.0            | 14.3             | 8.2           | 5.4          | 8.0           |
| 300,000-399,999                        | 12.1             | 24.0           | 13.5             | 11.3             | 23.8           | 12.8             | 48.3          | 47.3         | 48.2          |
| 400,000-499,999                        | 17.7             | 11.5           | 17.0             | 17.8             | 11.6           | 17.1             | 12.9          | 4.2          | 12.3          |
| 500,000-599,999                        | 7.8              | 14.7           | 8.6              | 7.8              | 14.7           | 8.6              | 8.9           | 13.4         | 9.2           |
| 600,000 - 699,999                      | 6.7              | 18.5           | 8.1              | 6.8              | 18.8           | 8.2              | 4.1           | 0.8          | 3.9           |
| Above 700,000                          | 16.3             | 30.9           | 18.0             | 16.5             | 31.2           | 18.3             | 6.2           | 12.3         | 6.6           |
| <b>Total Percent</b>                   | <b>100.0</b>     | <b>100.0</b>   | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>   | <b>100.0</b>     | <b>100.0</b>  | <b>100.0</b> | <b>100.0</b>  |
| <b>Total Regular Citizen Employees</b> | <b>1,206,623</b> | <b>159,376</b> | <b>1,365,999</b> | <b>1,024,493</b> | <b>922,416</b> | <b>1,946,909</b> | <b>25,430</b> | <b>1,854</b> | <b>27,284</b> |

Findings in Table 3.2 indicate that, majority of employees with temporary contracts earned monthly wages above TZS 700,000 (18.0 percent) with public sector having a larger proportion of such employees (30.9 percent) compared with private sector (16.3 percent). Employees who earned monthly wages between TZS 200,000 to 299,999 has the second largest proportion (14.2 percent) of whom a larger proportion of such employees are in private sector (16.0 percent) compared to public sector constitute 0.1 percent. Furthermore, results show that, employees with temporary contracts who earned monthly wages less than TZS 140,000 constituted 8.9 percent. A larger proportion of such employees were in private sector (10.1 percent) compared to public sector (0.2 percent).

#### Key Message

*Regular citizens employees with temporary contracts who earned monthly wages less than TZS 140,000 constituted 10.1 percent in private sector.*

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

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

**Table 3.3: Percentage Distribution of Total Citizen Employees with Permanent Contracts by Monthly Wage Rate (TZS) and Sex; Tanzania, 2022/23 EES**

| Monthly Wage Rate (TZS) Group          | URT              |                |                  | TZM              |                |                  | ZNZ           |               |               |
|--|------------------|----------------|------------------|------------------|----------------|------------------|---------------|---------------|---------------|
|  | Male             | Female         | Total            | Male             | Female         | Total            | Male          | Female        | Total         |
| Up to 140,000                          | 3.3              | 16.3           | 8.5              | 3.4              | 16.8           | 8.7              | 0.5           | 1.0           | 0.8           |
| 140,001 -199,999                       | 9.0              | 6.6            | 8.1              | 9.2              | 6.8            | 8.2              | 0.6           | 0.6           | 0.6           |
| 200,000-299,999                        | 9.1              | 5.1            | 7.5              | 9.2              | 5.2            | 7.6              | 1.2           | 1.1           | 1.1           |
| 300,000-399,999                        | 16.8             | 21.3           | 18.6             | 16.8             | 21.6           | 18.7             | 14.9          | 12.3          | 13.5          |
| 400,000-499,999                        | 11.8             | 9.7            | 11.0             | 11.9             | 9.6            | 11.0             | 10.6          | 11.6          | 11.2          |
| 500,000-599,999                        | 12.8             | 8.6            | 11.1             | 12.7             | 8.5            | 11.1             | 15.8          | 10.9          | 13.1          |
| 600,000 - 699,999                      | 8.4              | 7.8            | 8.2              | 8.4              | 7.7            | 8.1              | 10.7          | 11.3          | 11.0          |
| Above 700,000                          | 28.8             | 24.7           | 27.2             | 28.4             | 23.8           | 26.6             | 45.8          | 51.2          | 48.8          |
| <b>Total Percent</b>                   | <b>100.0</b>     | <b>100.0</b>   | <b>100.0</b>     | <b>100.0</b>     | <b>100.0</b>   | <b>100.0</b>     | <b>100.0</b>  | <b>100.0</b>  | <b>100.0</b>  |
| <b>Total Regular Citizen Employees</b> | <b>1,202,038</b> | <b>793,034</b> | <b>1,995,072</b> | <b>1,180,045</b> | <b>766,864</b> | <b>1,946,909</b> | <b>21,993</b> | <b>26,170</b> | <b>48,163</b> |

Results in Table 3.3 show that majority of male employees with permanent contracts earned monthly wages above TZS 700,000 (28.8 percent) while female employees earned the same wages are 24.7 percent. On the other hand, there are more female employees with permanent contracts earned monthly wages below TZS 140,000 (16.3 percent) compared to males with 3.3 percent.

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

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

**Table 3.4: Percentage Distribution of Total Regular Citizen Employees with Temporary Contracts by Monthly Wage Rate (TZS) and Sex, Tanzania 2022/23**

| Monthly Wage Rate (TZS) Group          | URT            |                |                  | TZM            |                |                  | ZNZ           |               |               |
|--|----------------|----------------|------------------|----------------|----------------|------------------|---------------|---------------|---------------|
|  | Male           | Female         | Total            | Male           | Female         | Total            | Male          | Female        | Total         |
| Up to 140,000                          | 6.4            | 13.5           | 8.9              | 6.4            | 13.5           | 8.9              | 4.4           | 12.1          | 7.5           |
| 140,001 -199,999                       | 10.1           | 14.6           | 11.7             | 10.3           | 14.7           | 11.8             | 1.9           | 7.6           | 4.2           |
| 200,000-299,999                        | 14.1           | 14.4           | 14.2             | 14.2           | 14.5           | 14.3             | 6.0           | 11.1          | 8.0           |
| 300,000-399,999                        | 12.9           | 14.5           | 13.5             | 12.2           | 13.9           | 12.8             | 51.7          | 42.8          | 48.2          |
| 400,000-499,999                        | 20.8           | 10.0           | 17.0             | 21.0           | 10.0           | 17.1             | 13.6          | 10.5          | 12.3          |
| 500,000-599,999                        | 8.7            | 8.4            | 8.6              | 8.7            | 8.5            | 8.6              | 10.7          | 7.0           | 9.2           |
| 600,000 - 699,999                      | 8.1            | 8.1            | 8.1              | 8.2            | 8.2            | 8.2              | 4.1           | 3.6           | 3.9           |
| Above 700,000                          | 18.8           | 16.5           | 18.0             | 19.1           | 16.8           | 18.3             | 7.5           | 5.3           | 6.6           |
| <b>Total Percent</b>                   | <b>100.0</b>   | <b>100.0</b>   | <b>100.0</b>     | <b>100.0</b>   | <b>100.0</b>   | <b>100.0</b>     | <b>100.0</b>  | <b>100.0</b>  | <b>100.0</b>  |
| <b>Total Regular Citizen Employees</b> | <b>880,443</b> | <b>485,556</b> | <b>1,365,999</b> | <b>863,957</b> | <b>474,758</b> | <b>1,338,715</b> | <b>16,486</b> | <b>10,798</b> | <b>27,284</b> |

Findings in Table 3.4 indicates that majority of male citizen employees with temporary contracts (18.0 percent) earned monthly wages above 700,000 followed by who earned between 400,000 to 499,999 TZS with 17.0 percent. In addition, majority of female citizen employees with temporary contracts earned monthly wages above TZS 700,000 (16.5 percent) followed by those who earned between TZS 140,001 to 199,999 with 14.6

percent. Furthermore, there are more female employees with temporary contracts (13.5 percent) who earned less than TZS 140,000 compared to males (6.4 percent).

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

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



**Table 3.5: Percentage Distribution of Citizen Employees with Permanent Contracts by Industry and Monthly Wage Rate (TZS); Tanzania, 2022/23 EES**

| Place of Residence | Industry   | Up to 140,000 | 140,001 -199,999 | 200,000-299,999 | 300,000-399,999 | 400,000-499,999 | 500,000-599,999 | 600,000 - 699,999 | Above 700,000  | Total          |
|--------------------|--|---------------|------------------|-----------------|-----------------|-----------------|-----------------|-------------------|----------------|----------------|
|                    |  |               |                  |                 |                 |                 |                 |                   |                |                |
| URT                | Agriculture, forestry and fishing                                    | 10.5          | 17.2             | 13.3            | 23.6            | 10.9            | 6.2             | 4.3               | 14.0           | 100.0          |
|                    | Mining and quarrying   | 2.7           | 0.4              | 4.4             | 25.1            | 24.1            | 14.7            | 9.7               | 18.9           | 100.0          |
|                    | Manufacturing  | 15.4          | 24.0             | 15.4            | 13.1            | 8.6             | 7.7             | 4.8               | 10.9           | 100.0          |
|                    | Electricity, gas, steam and air conditioning supply                  | 0.9           | 0.5              | 5.5             | 14.9            | 17.8            | 25.3            | 15.0              | 20.1           | 100.0          |
|                    | Water supply; sewage, waste management and remediation activities    | 0.4           | 9.3              | 0.2             | 12.4            | 6.9             | 12.0            | 7.7               | 51.2           | 100.0          |
|                    | Construction   | 8.7           | 2.7              | 11.7            | 24.3            | 15.8            | 9.2             | 5.1               | 22.6           | 100.0          |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 19.0          | 12.1             | 11.2            | 22.8            | 8.5             | 7.9             | 5.6               | 12.9           | 100.0          |
|                    | Transportation and storage   | 5.2           | 2.4              | 7.6             | 16.9            | 12.8            | 11.0            | 16.2              | 27.9           | 100.0          |
|                    | Accommodation and food service activities                            | 18.1          | 17.1             | 20.5            | 19.1            | 10.0            | 6.4             | 4.4               | 4.3            | 100.0          |
|                    | Information and communication  | 4.9           | 0.3              | 6.1             | 14.6            | 8.7             | 5.7             | 3.8               | 55.7           | 100.0          |
|                    | Financial and insurance activities                                   | 6.6           | 1.9              | 4.0             | 6.2             | 7.4             | 8.2             | 15.3              | 50.4           | 100.0          |
|                    | Real estate activities   | 3.4           | 5.5              | 13.0            | 8.0             | 16.4            | 7.9             | 14.6              | 31.3           | 100.0          |
|                    | Professional, scientific and technical activities                    | 0.9           | 0.7              | 1.3             | 9.5             | 9.9             | 14.7            | 12.6              | 50.5           | 100.0          |
|                    | Administrative and support service activities                        | 16.2          | 24.9             | 11.5            | 12.6            | 7.5             | 6.1             | 5.6               | 15.6           | 100.0          |
|                    | Public administration and defense; compulsory social security        | 0.8           | 0.5              | 0.8             | 23.3            | 14.5            | 16.7            | 8.9               | 34.5           | 100.0          |
|                    | Education  | 2.8           | 2.0              | 2.8             | 19.1            | 10.2            | 13.0            | 10.7              | 39.3           | 100.0          |
|                    | Human Health and social work activities                              | 12.1          | 1.8              | 4.2             | 16.3            | 9.1             | 12.3            | 8.8               | 35.3           | 100.0          |
|                    | Arts, entertainment and recreation                                   | 9.0           | 0.9              | 46.9            | 6.2             | 5.8             | 4.4             | 9.5               | 17.3           | 100.0          |
|                    | Other service activities   | 13.2          | 10.5             | 14.6            | 20.6            | 14.9            | 6.6             | 4.7               | 14.8           | 100.0          |
|                    | <b>Total</b>   |               | <b>168,784</b>   | <b>160,898</b>  | <b>149,330</b>  | <b>370,490</b>  | <b>219,058</b>  | <b>221,722</b>    | <b>162,963</b> | <b>541,827</b> |
| TZM                | Agriculture, forestry and fishing                                    | 10.6          | 17.4             | 13.5            | 23.9            | 10.8            | 5.9             | 4.0               | 13.9           | 100.0          |
|                    | Mining and quarrying   | 2.7           | 0.4              | 4.4             | 25.1            | 24.1            | 14.7            | 9.7               | 18.9           | 100.0          |
|                    | Manufacturing  | 15.5          | 24.1             | 15.4            | 13.1            | 8.6             | 7.7             | 4.8               | 10.8           | 100.0          |
|                    | Electricity, gas, steam and air conditioning supply                  | 1.0           | 0.5              | 5.7             | 15.4            | 18.3            | 23.0            | 15.4              | 20.7           | 100.0          |

| Place of Residence | Industry   | Up to 140,000  | 140,001 - 199,999 | 200,000-299,999 | 300,000-399,999 | 400,000-499,999 | 500,000-599,999 | 600,000 - 699,999 | Above 700,000  | Total            |
|--------------------|--|----------------|-------------------|-----------------|-----------------|-----------------|-----------------|-------------------|----------------|------------------|
|                    |  |                |                   |                 |                 |                 |                 |                   |                |                  |
|                    | Water supply; sewage, waste management and remediation activities    | 0.5            | 10.6              | 0.2             | 8.8             | 5.5             | 11.8            | 7.6               | 55.0           | 100.0            |
|                    | Construction   | 8.9            | 2.8               | 12.0            | 24.7            | 16.0            | 8.2             | 4.9               | 22.5           | 100.0            |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 19.1           | 12.1              | 11.2            | 22.8            | 8.5             | 7.9             | 5.6               | 12.9           | 100.0            |
|                    | Transportation and storage   | 5.4            | 2.5               | 7.8             | 17.2            | 13.0            | 10.7            | 16.4              | 27.0           | 100.0            |
|                    | Accommodation and food service activities                            | 18.5           | 17.5              | 20.9            | 18.4            | 9.8             | 6.4             | 4.3               | 4.2            | 100.0            |
|                    | Information and communication  | 5.0            | 0.3               | 6.3             | 14.8            | 8.6             | 5.6             | 3.8               | 55.6           | 100.0            |
|                    | Financial and insurance activities                                   | 6.7            | 1.9               | 4.0             | 6.3             | 7.5             | 8.3             | 15.5              | 49.8           | 100.0            |
|                    | Real estate activities   | 3.4            | 5.5               | 13.0            | 8.0             | 16.4            | 7.9             | 14.7              | 31.1           | 100.0            |
|                    | Professional, scientific and technical activities                    | 0.9            | 0.7               | 1.3             | 9.6             | 10.0            | 14.9            | 12.7              | 50.0           | 100.0            |
|                    | Administrative and support service activities                        | 16.3           | 24.9              | 11.5            | 12.5            | 7.4             | 6.1             | 5.6               | 15.6           | 100.0            |
|                    | Public administration and defense; compulsory social security        | 0.9            | 0.5               | 0.9             | 23.8            | 14.6            | 16.8            | 8.6               | 34.0           | 100.0            |
|                    | Education  | 2.9            | 2.1               | 2.8             | 19.6            | 10.3            | 13.2            | 10.8              | 38.4           | 100.0            |
|                    | Human Health and social work activities                              | 12.6           | 1.8               | 4.3             | 16.2            | 8.8             | 12.4            | 8.7               | 35.1           | 100.0            |
|                    | Arts, entertainment and recreation                                   | 9.7            | 0.9               | 50.2            | 5.3             | 5.1             | 3.1             | 9.3               | 16.5           | 100.0            |
|                    | Other service activities   | 13.3           | 10.5              | 14.6            | 20.6            | 14.9            | 6.6             | 4.7               | 14.8           | 100.0            |
|                    | <b>Total</b>   | <b>168,421</b> | <b>160,607</b>    | <b>148,796</b>  | <b>363,995</b>  | <b>213,684</b>  | <b>215,400</b>  | <b>157,662</b>    | <b>518,344</b> | <b>1,946,909</b> |
| ZNZ                | Agriculture, forestry and fishing                                    | 0.3            | 0.0               | 0.0             | 8.7             | 16.8            | 24.7            | 24.5              | 24.9           | 100.0            |
|                    | Mining and quarrying   | 0.0            | 45.5              | 0.0             | 0.0             | 4.5             | 0.0             | 9.1               | 40.9           | 100.0            |
|                    | Manufacturing  | 1.8            | 3.0               | 10.9            | 23.4            | 9.2             | 3.8             | 7.4               | 40.5           | 100.0            |
|                    | Electricity, gas, steam and air conditioning supply                  | 0.0            | 0.0               | 0.0             | 0.0             | 2.7             | 91.8            | 1.9               | 3.7            | 100.0            |
|                    | Water supply; sewage, waste management and remediation activities    | 0.0            | 0.0               | 0.0             | 39.2            | 17.4            | 13.1            | 8.0               | 22.2           | 100.0            |
|                    | Construction   | 0.0            | 0.4               | 0.6             | 6.3             | 4.9             | 48.0            | 13.0              | 26.9           | 100.0            |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 0.2            | 0.0               | 2.8             | 29.7            | 11.1            | 5.9             | 17.7              | 32.6           | 100.0            |
|                    | Transportation and storage   | 0.2            | 0.0               | 0.0             | 7.5             | 7.4             | 20.1            | 9.8               | 55.0           | 100.0            |
|                    | Accommodation and food service activities                            | 0.6            | 1.1               | 4.3             | 49.1            | 17.5            | 8.2             | 10.2              | 8.9            | 100.0            |

| Place of Residence | Industry  | Up to 140,000 | 140,001 - 199,999 | 200,000-299,999 | 300,000-399,999 | 400,000-499,999 | 500,000-599,999 | 600,000 - 699,999 | Above 700,000 | Total         |
|--------------------|---|---------------|-------------------|-----------------|-----------------|-----------------|-----------------|-------------------|---------------|---------------|
|                    | Information and communication                                 | 1.6           | 0.0               | 0.9             | 8.2             | 12.7            | 9.1             | 8.1               | 59.3          | 100.0         |
|                    | Financial and insurance activities                            | 0.0           | 0.0               | 0.8             | 2.3             | 0.5             | 0.6             | 1.0               | 94.8          | 100.0         |
|                    | Real estate activities  | 0.0           | 0.0               | 21.4            | 3.6             | 0.0             | 0.0             | 0.0               | 75.0          | 100.0         |
|                    | Professional, scientific and technical activities             | 0.0           | 0.3               | 0.5             | 5.6             | 5.2             | 6.5             | 7.8               | 74.1          | 100.0         |
|                    | Administrative and support service activities                 | 7.6           | 25.4              | 7.6             | 29.3            | 16.5            | 3.4             | 1.0               | 9.1           | 100.0         |
|                    | Public administration and defense; compulsory social security | 0.0           | 0.0               | 0.0             | 13.2            | 11.7            | 13.6            | 13.8              | 47.7          | 100.0         |
|                    | Education   | 1.8           | 0.9               | 1.9             | 7.1             | 8.2             | 7.6             | 8.7               | 63.9          | 100.0         |
|                    | Human Health and social work activities                       | 0.3           | 0.1               | 0.7             | 19.9            | 18.2            | 10.6            | 11.2              | 38.9          | 100.0         |
|                    | Arts, entertainment and recreation                            | 0.0           | 0.0               | 3.5             | 19.0            | 14.9            | 21.7            | 12.6              | 28.2          | 100.0         |
|                    | Other service activities                                      | 0.0           | 0.0               | 0.0             | 2.1             | 16.7            | 45.8            | 10.4              | 25.0          | 100.0         |
|                    | <b>Total</b>  | <b>363</b>    | <b>291</b>        | <b>534</b>      | <b>6,495</b>    | <b>5,374</b>    | <b>6,322</b>    | <b>5,301</b>      | <b>23,483</b> | <b>48,163</b> |

Findings in Table 3.5 indicates that, activities of Information and communication has the largest proportion of employees with permanent contracts earning higher wages - above TZS 700,000 (55.7 percent) followed by Water supply; sewage, waste management and remediation activities industry (51.2 percent). In addition, Wholesale and retail trade; repair of motor vehicles and motorcycles activities has the largest proportion of employees with permanent contracts earned wages below TZS 140,000 with 19.0 percent.

#### Key Message

*Information and communication activities has the largest proportion of employees with permanent contracts earning higher wages - above TZS 700,000 (55.7 percent).*

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

**Table 3.6: Percentage Distribution of Citizen Employees with Temporary Contracts by Industry and Monthly Wage Rate (TZS) Group; Tanzania, 2022/23 EES**

| Place of Residence | Industry   | Up to 140,000 | 140,001 - 199,999 | 200,000-299,999 | 300,000-399,999 | 400,000-499,999 | 500,000-599,999 | 600,000 - 699,999 | Above 700,000  | Total          |
|--------------------|--|---------------|-------------------|-----------------|-----------------|-----------------|-----------------|-------------------|----------------|----------------|
| URT                | Agriculture, forestry and fishing                                    | 13.7          | 25.4              | 15.2            | 9.7             | 10.7            | 5.1             | 5.8               | 14.4           | 100.0          |
|                    | Mining and quarrying   | 35.9          | 4.3               | 9.1             | 6.1             | 2.9             | 4.2             | 16.2              | 21.2           | 100.0          |
|                    | Manufacturing  | 3.1           | 16.6              | 16.4            | 10.5            | 6.4             | 8.4             | 7.0               | 31.7           | 100.0          |
|                    | Electricity, gas, steam and air conditioning supply                  | 2.5           | 7.3               | 9.4             | 11.6            | 9.9             | 14.1            | 16.2              | 29.1           | 100.0          |
|                    | Water supply; sewage, waste management and remediation activities    | 6.9           | 20.1              | 9.5             | 29.9            | 10.5            | 7.3             | 3.2               | 12.5           | 100.0          |
|                    | Construction   | 3.7           | 10.5              | 19.3            | 18.8            | 11.5            | 12.5            | 11.2              | 12.5           | 100.0          |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 12.8          | 9.5               | 28.3            | 23.8            | 10.4            | 3.5             | 2.7               | 9.0            | 100.0          |
|                    | Transportation and storage   | 1.7           | 3.2               | 12.3            | 22.2            | 12.8            | 16.1            | 12.7              | 19.1           | 100.0          |
|                    | Accommodation and food service activities                            | 24.6          | 23.9              | 16.5            | 14.0            | 6.5             | 6.0             | 3.0               | 5.5            | 100.0          |
|                    | Information and communication  | 1.3           | 2.2               | 3.5             | 9.6             | 13.7            | 24.4            | 8.7               | 36.5           | 100.0          |
|                    | Financial and insurance activities                                   | 6.1           | 2.9               | 10.4            | 11.6            | 12.5            | 11.2            | 9.3               | 36.0           | 100.0          |
|                    | Real estate activities   | 7.1           | 10.0              | 25.6            | 35.7            | 4.2             | 9.7             | 2.6               | 5.0            | 100.0          |
|                    | Professional, scientific and technical activities                    | 2.2           | 0.6               | 2.3             | 16.9            | 4.8             | 19.5            | 13.2              | 40.5           | 100.0          |
|                    | Administrative and support service activities                        | 12.2          | 15.4              | 16.9            | 4.0             | 5.2             | 11.4            | 16.9              | 17.9           | 100.0          |
|                    | Public administration and defense; compulsory social security        | 0.9           | 1.5               | 0.9             | 22.8            | 12.3            | 14.4            | 13.8              | 33.4           | 100.0          |
|                    | Education  | 7.1           | 6.4               | 14.9            | 18.2            | 10.6            | 13.8            | 10.3              | 18.7           | 100.0          |
|                    | Human Health and social work activities                              | 2.5           | 8.8               | 15.8            | 15.1            | 10.3            | 10.1            | 18.0              | 19.3           | 100.0          |
|                    | Arts, entertainment and recreation                                   | 14.4          | 4.8               | 13.2            | 11.1            | 9.0             | 22.5            | 6.1               | 18.8           | 100.0          |
|                    | Other service activities   | 6.6           | 8.3               | 9.1             | 4.8             | 61.1            | 2.4             | 3.7               | 4.1            | 100.0          |
|                    |  | <b>Total</b>  | <b>121,732</b>    | <b>159,744</b>  | <b>193,709</b>  | <b>184,065</b>  | <b>231,885</b>  | <b>117,926</b>    | <b>110,747</b> | <b>246,191</b> |
| TZM                | Agriculture, forestry and fishing                                    | 13.7          | 25.4              | 15.2            | 9.7             | 10.7            | 5.1             | 5.8               | 14.4           | 100.0          |
|                    | Mining and quarrying   | 36.0          | 4.2               | 9.1             | 6.0             | 2.9             | 4.2             | 16.3              | 21.3           | 100.0          |

| Place of Residence | Industry   | Up to 140,000  | 140,001 - 199,999 | 200,000-299,999 | 300,000-399,999 | 400,000-499,999 | 500,000-599,999 | 600,000 - 699,999 | Above 700,000  | Total            |
|--------------------|--|----------------|-------------------|-----------------|-----------------|-----------------|-----------------|-------------------|----------------|------------------|
|                    | Manufacturing  | 3.1            | 16.7              | 16.4            | 10.4            | 6.4             | 8.4             | 7.0               | 31.8           | 100.0            |
|                    | Electricity, gas, steam and air conditioning supply                  | 2.5            | 7.3               | 9.4             | 11.6            | 9.9             | 14.1            | 16.2              | 29.1           | 100.0            |
|                    | Water supply; sewage, waste management and remediation activities    | 1.6            | 23.0              | 8.6             | 30.0            | 11.8            | 7.1             | 3.7               | 14.2           | 100.0            |
|                    | Construction   | 3.9            | 11.1              | 20.5            | 15.2            | 11.9            | 12.5            | 11.8              | 13.2           | 100.0            |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 12.8           | 9.6               | 28.3            | 23.7            | 10.4            | 3.5             | 2.7               | 9.0            | 100.0            |
|                    | Transportation and storage   | 1.7            | 3.2               | 12.4            | 21.6            | 12.8            | 16.3            | 12.9              | 19.2           | 100.0            |
|                    | Accommodation and food service activities                            | 26.6           | 25.9              | 17.7            | 10.2            | 5.8             | 5.5             | 2.8               | 5.5            | 100.0            |
|                    | Information and communication  | 1.3            | 2.2               | 3.2             | 9.5             | 13.7            | 24.5            | 8.8               | 36.8           | 100.0            |
|                    | Financial and insurance activities                                   | 6.2            | 2.9               | 10.5            | 11.6            | 12.6            | 11.2            | 8.9               | 36.0           | 100.0            |
|                    | Real estate activities   | 7.1            | 10.1              | 25.7            | 35.9            | 3.9             | 9.8             | 2.6               | 4.9            | 100.0            |
|                    | Professional, scientific and technical activities                    | 2.2            | 0.6               | 2.3             | 16.5            | 4.6             | 19.6            | 13.3              | 40.8           | 100.0            |
|                    | Administrative and support service activities                        | 12.3           | 15.4              | 16.9            | 3.7             | 5.2             | 11.5            | 17.0              | 18.0           | 100.0            |
|                    | Public administration and defense; compulsory social security        | 0.9            | 1.5               | 0.9             | 22.6            | 12.3            | 14.3            | 13.9              | 33.5           | 100.0            |
|                    | Education  | 6.3            | 6.1               | 14.6            | 17.9            | 10.7            | 14.3            | 10.7              | 19.4           | 100.0            |
|                    | Human Health and social work activities                              | 2.3            | 8.9               | 15.9            | 14.7            | 10.1            | 10.2            | 18.3              | 19.5           | 100.0            |
|                    | Arts, entertainment and recreation                                   | 14.6           | 4.8               | 13.2            | 11.0            | 8.7             | 22.6            | 6.1               | 18.9           | 100.0            |
|                    | Other service activities   | 6.6            | 8.3               | 9.1             | 4.8             | 61.1            | 2.4             | 3.7               | 4.1            | 100.0            |
|                    | <b>Total</b>   | <b>119,691</b> | <b>158,603</b>    | <b>191,522</b>  | <b>170,911</b>  | <b>228,516</b>  | <b>115,405</b>  | <b>109,682</b>    | <b>244,385</b> | <b>1,338,715</b> |
| <b>ZNZ</b>         | Agriculture, forestry and fishing                                    | 0.0            | 0.0               | 14.3            | 65.7            | 17.1            | 0.0             | 0.0               | 2.9            | 100.0            |
|                    | Mining and quarrying   | 2.4            | 26.0              | 21.1            | 27.6            | 16.3            | 4.1             | 0.0               | 2.4            | 100.0            |
|                    | Manufacturing  | 10.6           | 0.3               | 5.2             | 57.7            | 9.5             | 5.6             | 4.1               | 7.1            | 100.0            |
|                    | Electricity, gas, steam and air conditioning supply                  | 0.0            | 0.0               | 0.0             | 0.0             | 0.0             | 0.0             | 0.0               | 0.0            | 0.0              |
|                    | Water supply; sewage, waste management and remediation activities    | 44.0           | 0.0               | 15.4            | 29.5            | 1.2             | 9.3             | 0.2               | 0.3            | 100.0            |
|                    | Construction   | 0.0            | 0.0               | 0.3             | 78.0            | 6.3             | 12.9            | 0.8               | 1.7            | 100.0            |
|                    | Wholesale and retail trade; repair of motor vehicles and motorcycles | 3.0            | 4.4               | 10.1            | 60.3            | 9.3             | 4.6             | 1.6               | 6.7            | 100.0            |

| Place of Residence | Industry  | Up to 140,000 | 140,001 - 199,999 | 200,000-299,999 | 300,000-399,999 | 400,000-499,999 | 500,000-599,999 | 600,000 - 699,999 | Above 700,000 | Total         |
|--------------------|---|---------------|-------------------|-----------------|-----------------|-----------------|-----------------|-------------------|---------------|---------------|
|                    | Transportation and storage                                    | 0.6           | 1.3               | 3.5             | 57.2            | 14.5            | 7.5             | 1.2               | 14.3          | 100.0         |
|                    | Accommodation and food service activities                     | 0.8           | 1.0               | 2.6             | 58.1            | 15.2            | 11.6            | 4.4               | 6.3           | 100.0         |
|                    | Information and communication                                 | 0.0           | 3.7               | 30.6            | 26.1            | 19.4            | 8.6             | 5.2               | 6.3           | 100.0         |
|                    | Financial and insurance activities                            | 0.0           | 4.6               | 7.0             | 11.2            | 1.4             | 9.1             | 30.5              | 36.1          | 100.0         |
|                    | Real estate activities  | 0.0           | 0.0               | 0.0             | 0.0             | 50.0            | 0.0             | 16.7              | 33.3          | 100.0         |
|                    | Professional, scientific and technical activities             | 1.3           | 0.9               | 4.0             | 46.7            | 22.2            | 9.8             | 3.1               | 12.0          | 100.0         |
|                    | Administrative and support service activities                 | 9.2           | 17.3              | 13.1            | 38.4            | 9.5             | 1.6             | 1.1               | 9.7           | 100.0         |
|                    | Public administration and defense; compulsory social security | 2.7           | 0.4               | 0.0             | 56.5            | 7.0             | 18.7            | 0.1               | 14.5          | 100.0         |
|                    | Education   | 22.3          | 12.1              | 20.7            | 22.8            | 9.0             | 3.9             | 3.3               | 5.9           | 100.0         |
|                    | Human Health and social work activities                       | 10.0          | 6.3               | 10.9            | 32.6            | 17.2            | 8.0             | 7.3               | 7.7           | 100.0         |
|                    | Arts, entertainment and recreation                            | 0.0           | 0.0               | 13.8            | 20.2            | 33.0            | 12.8            | 10.6              | 9.6           | 100.0         |
|                    | Other service activities                                      | 0.0           | 0.0               | 0.0             | 22.2            | 33.3            | 0.0             | 16.7              | 27.8          | 100.0         |
|                    | <b>Total</b>  | <b>2,041</b>  | <b>1,141</b>      | <b>2,187</b>    | <b>13,154</b>   | <b>3,369</b>    | <b>2,521</b>    | <b>1,065</b>      | <b>1,806</b>  | <b>27,284</b> |

Results in Table 3.6 indicates that, Professional, scientific and technical activities have the largest proportion of employees with temporary contracts earning wages - above TZS 700,000 (40.5 percent) followed by Information and communication industry (36.5 percent). In addition, Mining and quarrying activities has the highest proportion of employees with temporary contracts earning wages below TZS 140,000 with 35.9 percent.

Furthermore, the results show that, relatively large proportions of employees with temporary contracts in Education industry are in the wage groups of TZS 300,000-399,999 (18.2 percent) and above TZS 700,000 (18.7 percent). Employees with temporary contracts in Manufacturing industry about a half are in the wage groups between TZS140,001 to 199,999, TZS 200,000 to 299,999, and above TZS 700,000 accounting for 64.7 percent.

#### **Key Message**

*Professional, scientific and technical activities have the largest proportion of employees with temporary contracts earning higher wages - above TZS 700,000 (40.5 percent).*

## CHAPTER FOUR

### Cash Earnings Profile

#### 4.1 Introduction

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

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

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

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

| Sector          | URT       |           |                 | TZM       |           |                 | ZNZ       |         |                 |
|-----------------|-----------|-----------|-----------------|-----------|-----------|-----------------|-----------|---------|-----------------|
|                 | Male      | Female    | Overall Average | Male      | Female    | Overall Average | Male      | Female  | Overall Average |
| Private         | 529,022   | 511,176   | 510,016         | 527,711   | 509,973   | 509,269         | 661,985   | 544,207 | 618,042         |
| Public          | 1,291,858 | 1,149,715 | 1,229,171       | 1,282,380 | 1,144,692 | 1,222,837       | 1,190,186 | 946,398 | 1,055,874       |
| Overall Average | 594,607   | 570,882   | 569,951         | 591,618   | 568,455   | 567,909         | 905,306   | 800,716 | 856,167         |

Findings in Table 4.1 indicates that overall monthly average cash earnings for employees in formal sector is about TZS 569,951. Overall, it is indicated that monthly average cash earnings for employees in the public sector are higher than in private sector. This trend is indicated for Tanzania Mainland and Zanzibar, with average monthly cash earnings in public sector being about twice as much as in private sector. Furthermore, with respect to sex differentials in earnings, results show that there are no pronounced differences between average monthly cash earning of males and females, although earnings for males are slightly higher (TZS 594,607) compared to



that of females (TZS 570,882). More or less the same trend is observed in both Tanzania Mainland and Zanzibar.

## Key Message

*Overall, the findings indicate that monthly average cash earnings for employees in the public sector are about two times as much as employees in the private sector.*

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

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

**Table 4.2: Monthly Average Cash Earnings (TZS) by Sub- Sector and Sex; Tanzania, 2022/23 EES**

| Sector and Subsector             | URT              |                  |                  | TZM              |                  |                  | ZNZ              |                |                  |
|----------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|----------------|------------------|
|                                  | Male             | Female           | Both Sexes       | Male             | Female           | Both Sexes       | Male             | Female         | Both Sexes       |
| <b>Private</b>                   |                  |                  |                  |                  |                  |                  |                  |                |                  |
| Profit Making Institutions       | 528,329          | 510,944          | 509,588          | 526,998          | 509,737          | 508,808          | 643,570          | 539,367        | 604,458          |
| Non - Profit Making Institutions | 544,015          | 529,667          | 526,463          | 542,566          | 527,807          | 525,418          | 895,823          | 647,997        | 773,603          |
| Cooperatives                     | 420,332          | 348,508          | 376,039          | 420,972          | 351,961          | 378,840          | 787,411          | 208,321        | 723,629          |
| <b>Overall Average</b>           | <b>529,022</b>   | <b>511,176</b>   | <b>510,016</b>   | <b>527,711</b>   | <b>509,973</b>   | <b>509,269</b>   | <b>661,985</b>   | <b>544,207</b> | <b>618,042</b>   |
| <b>Public</b>                    |                  |                  |                  |                  |                  |                  |                  |                |                  |
| Central and Local Governments    | 1,303,897        | 1,153,221        | 1,238,737        | 1,296,519        | 1,150,656        | 1,234,633        | 1,118,244        | 839,766        | 954,203          |
| Parastatal Organizations         | 1,222,613        | 1,129,592        | 1,173,552        | 1,201,127        | 1,110,460        | 1,154,318        | 1,437,805        | 1,966,357      | 1,617,665        |
| <b>Overall Average</b>           | <b>1,291,858</b> | <b>1,149,715</b> | <b>1,229,171</b> | <b>1,282,380</b> | <b>1,144,692</b> | <b>1,222,837</b> | <b>1,190,186</b> | <b>946,398</b> | <b>1,055,874</b> |

Findings in Table 4.2 shows distribution of average monthly cash earnings by sub sectors. It is indicated that, there is no much difference in earnings within the government. Average monthly cash earnings for employees in Central and Local Governments; and in Parastatal Organizations are nearly equal, just above one million Shillings. On the other hand, for the private sector, average monthly cash earnings are highest for employees in nonprofit institutions (TZS 526,463) and lowest for employees

working in cooperatives (TZS 376,039), although without much differences between in overall earnings.

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

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

**Table 4.3: Monthly Average Cash Earnings (TZS) by Sub -Sector and Category of Employment; Tanzania, 2022/23 EES**

| Sub-Sector                             | URT               |                  | TZM               |                  | ZNZ               |                  |
|--|-------------------|------------------|-------------------|------------------|-------------------|------------------|
|  | Regular Employees | Casual Employees | Regular Employees | Casual Employees | Regular Employees | Casual Employees |
| Private Profit-Making Institutions     | 530,581           | 212,910          | 528,987           | 209,512          | 736,192           | 252,499          |
| Private Non-Profit Making Institutions | 535,353           | 342,564          | 534,227           | 343,480          | 925,821           | 250,247          |
| Cooperatives                           | 397,377           | 140,377          | 399,746           | 135,691          | 920,704           | 415,693          |
| Central and Local Governments          | 1,248,994         | 280,099          | 1,245,221         | 280,099          | 1,118,244         | 0                |
| Parastatal Organizations               | 1,186,245         | 287,945          | 1,167,412         | 287,945          | 1,437,805         | 0                |
| <b>Overall Average</b>                 | <b>589,539</b>    | <b>223,394</b>   | <b>586,740</b>    | <b>220,790</b>   | <b>903,044</b>    | <b>261,490</b>   |

Findings in Table 4.3 indicates that the overall monthly average cash earnings for regular employees in the formal sector is about TZS 589,539. On the other hand, it is also indicated that, average monthly cash earnings for casual employee are TZS 223,394, about half of the amount paid to regular employees.

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

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

**Table 4.4: Monthly Average Cash Earnings (TZS) per individual Employees by Industry and Sex; Tanzania, 2022/23 EES**

| Industry   | URT            |                |                | TZM            |                |                | ZNZ            |                |                |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
|  | Male           | Female         | Both Sexes     | Male           | Female         | Both Sexes     | Male           | Female         | Both Sexes     |
| Agriculture, forestry and fishing                                    | 541,785        | 523,099        | 531,663        | 542,731        | 523,987        | 533,184        | 861,986        | 491,223        | 724,396        |
| Mining and quarrying   | 682,049        | 854,774        | 686,359        | 687,560        | 867,431        | 692,311        | 390,745        | 536,432        | 448,927        |
| Manufacturing  | 499,332        | 425,772        | 481,868        | 501,037        | 426,508        | 483,471        | 360,430        | 353,049        | 359,338        |
| Electricity, gas, steam and air conditioning supply                  | 708,226        | 660,672        | 690,495        | 707,866        | 660,220        | 690,110        | 884,536        | 857,408        | 879,535        |
| Water supply; sewerage, waste management and remediation activities  | 1,040,206      | 1,035,319      | 1,028,952      | 1,054,307      | 1,045,254      | 1,041,991      | 760,892        | 685,491        | 731,740        |
| Construction   | 498,067        | 538,226        | 497,367        | 496,626        | 535,708        | 496,024        | 649,851        | 675,300        | 652,263        |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 469,033        | 525,073        | 473,015        | 468,401        | 524,718        | 472,611        | 925,763        | 878,724        | 913,022        |
| Transportation and storage   | 558,197        | 501,880        | 542,905        | 556,770        | 501,723        | 541,984        | 678,221        | 690,731        | 682,676        |
| Accommodation and food service activities                            | 469,698        | 448,958        | 455,760        | 460,296        | 440,004        | 447,509        | 799,250        | 736,343        | 776,591        |
| Information and communication  | 675,452        | 645,397        | 656,028        | 677,059        | 645,671        | 656,931        | 774,484        | 828,569        | 795,185        |
| Financial and insurance activities                                   | 977,110        | 877,893        | 921,227        | 974,526        | 876,474        | 918,974        | 1,836,237      | 1,369,658      | 1,632,785      |
| Real estate activities   | 741,613        | 668,248        | 714,170        | 741,792        | 667,727        | 714,138        | 1,071,269      | 941,000        | 1,037,771      |
| Professional, scientific and technical activities                    | 969,213        | 945,903        | 919,462        | 968,363        | 942,119        | 918,617        | 1,845,678      | 1,455,833      | 1,660,782      |
| Administrative and support service activities                        | 594,135        | 557,544        | 569,188        | 582,042        | 544,850        | 558,317        | 516,514        | 695,218        | 563,000        |
| Public administration and defence; compulsory social security        | 1,261,533      | 1,105,941      | 1,196,366      | 1,241,428      | 1,095,329      | 1,181,995      | 1,388,613      | 1,011,128      | 1,200,248      |
| Education  | 955,316        | 820,907        | 859,934        | 979,808        | 853,096        | 892,832        | 931,691        | 733,480        | 797,202        |
| Human health and social work activities                              | 552,419        | 489,440        | 511,350        | 551,387        | 484,931        | 507,922        | 688,624        | 747,929        | 723,066        |
| Arts, entertainment and recreation                                   | 755,194        | 563,172        | 618,475        | 722,641        | 531,833        | 587,528        | 1,368,198      | 1,049,576      | 1,222,936      |
| Other service activities   | 512,920        | 478,002        | 495,644        | 512,618        | 477,721        | 495,394        | 1,059,135      | 784,527        | 921,831        |
| <b>Overall Average</b>   | <b>594,607</b> | <b>570,882</b> | <b>569,951</b> | <b>591,618</b> | <b>568,455</b> | <b>567,909</b> | <b>905,306</b> | <b>800,716</b> | <b>856,167</b> |

Findings in Table 4.4 reveals that, employees in the industry of public administration and defence; compulsory social security has the highest average monthly cash earnings (1,196,366) followed by those employees in the industry of Water supply; sewerage, waste management and remediation activities (1,028,952). On the other hand, employees in the Accommodation and food service activities and Wholesale and retail trade; repair of motor vehicles and motorcycles have the lowest average monthly cash earnings (455,760) and (473,015) respectively.

### Key Message

Public administration and defense; compulsory social security had the highest average monthly cash earnings (1,196,366), whereas Accommodation and food service activities had the lowest monthly average cash earnings of TZS 455,760.

## 4.6 Annual Cash Earnings of Employees by Sector.

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

**Figure 4.1: Percentage Distribution of Total Annual Cash Earnings by Sector; Tanzania, 2022/23 EES**

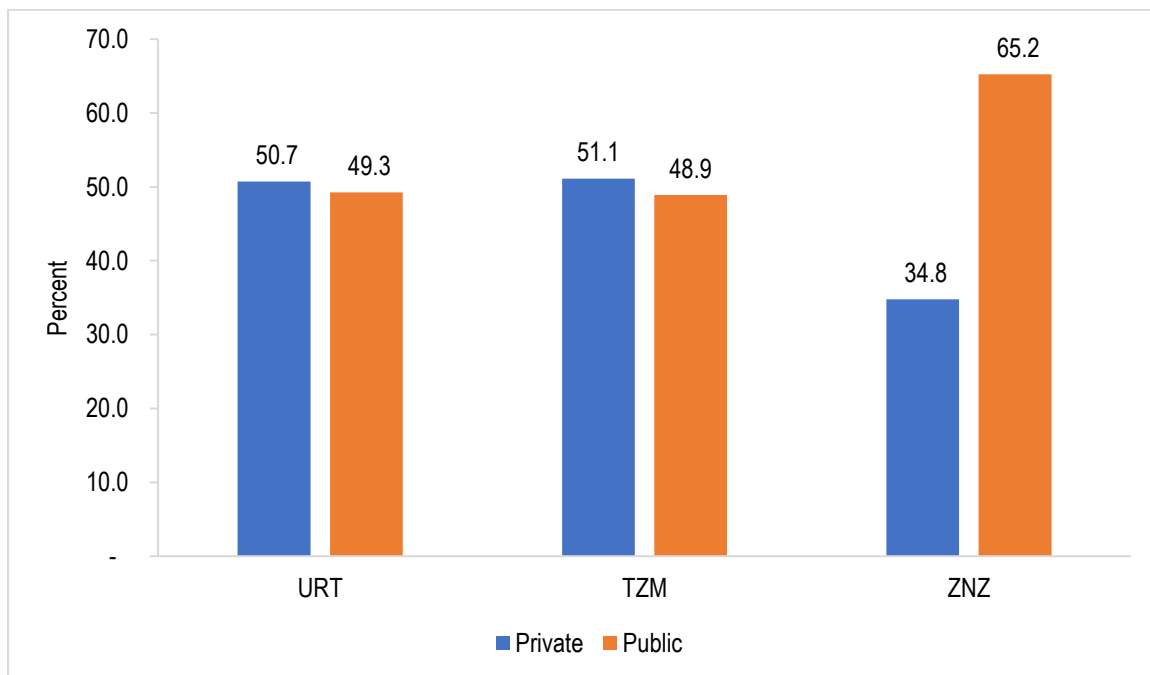


Figure 4.1 reveals that, generally private sector has the largest proportion of total annual cash earnings of employees in the formal sector compared to public sector. Contrarily, for Zanzibar total annual cash earning of private sector is lower than that of the public sector.

## 4.7 Annual Cash Earnings of Employees by Industry

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

**Table 4.5: Annual Cash Earnings of Employees by Industry (TZS Million); Tanzania, 2022/23 EES**

| Industry  | URT               | TZM               | ZNZ            |
|---|-------------------|-------------------|----------------|
| Agriculture, forestry and fishing                                   | 1,044,386         | 1,029,282         | 15,104         |
| Mining and quarrying  | 499,670           | 498,263           | 1,406          |
| Manufacturing   | 2,949,132         | 2,938,971         | 10,161         |
| Electricity, gas, steam and air conditioning supply                 | 379,904           | 372,931           | 6,973          |
| Water supply; sewerage, waste management and remediation activities | 204,812           | 188,501           | 16,312         |
| Construction  | 616,086           | 585,922           | 30,164         |
| Wholesale and retail trade; repair of motor vehicles and motorcycle | 2,323,849         | 2,310,926         | 12,923         |
| Transportation and storage  | 602,452           | 587,521           | 14,931         |
| Accommodation and food service activities                           | 1,529,458         | 1,406,758         | 122,700        |
| Information and communication                                       | 428,848           | 421,923           | 6,925          |
| Financial and insurance activities                                  | 1,148,560         | 1,129,520         | 19,040         |
| Real estate activities  | 53,764            | 53,400            | 364            |
| Professional, scientific and technical activities                   | 585,888           | 569,730           | 16,158         |
| Administrative and support service activities                       | 1,503,670         | 1,497,409         | 6,261          |
| Public administration and defense; compulsory social security       | 6,414,426         | 6,228,320         | 186,105        |
| Education   | 6,694,457         | 6,518,425         | 176,032        |
| Human health and social work activities                             | 1,856,216         | 1,801,231         | 54,984         |
| Arts, entertainment and recreation activities                       | 108,860           | 101,503           | 7,357          |
| Other service activities  | 1,814,334         | 1,813,706         | 627            |
| <b>Total</b>  | <b>30,758,772</b> | <b>30,054,245</b> | <b>704,527</b> |

Findings in Table 4.5 show that, total annual cash earnings of the formal sector are TZS 30,758,772. Industries with largest contribution to total annual cash earnings are Education; Public administration and defense; compulsory social security; and Manufacturing. The same industries are indicated to have greater contribution to total annual cash earnings in both TZM and ZNZ.

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

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

**Table 4.6: Percentage Distribution of Annual Cash Earnings by Industry and Category of Employment; Tanzania, 2022/23 EES**

| Industry   | URT               |                  |              | TZM               |                  |            | ZNY               |                  |              |
|--|-------------------|------------------|--------------|-------------------|------------------|------------|-------------------|------------------|--------------|
|  | Regular Employees | Casual Employees | Total        | Regular Employees | Casual Employees | Total      | Regular Employees | Casual Employees | Total        |
| Agriculture, forestry and fishing                                    | 3.3               | 0.1              | 3.4          | 3.3               | 0.1              | 3.4        | 2.0               | 0.2              | 2.1          |
| Mining and quarrying   | 1.5               | 0.1              | 1.6          | 1.6               | 0.1              | 1.7        | 0.1               | 0.1              | 0.2          |
| Manufacturing  | 9.1               | 0.5              | 9.6          | 9.3               | 0.5              | 9.8        | 0.9               | 0.6              | 1.4          |
| Electricity, gas, steam and air conditioning supply                  | 1.2               | 0.0              | 1.2          | 1.2               | 0.0              | 1.2        | 1.0               | 0.0              | 1.0          |
| Water supply; sewage, waste management and remediation activities    | 0.6               | 0.0              | 0.7          | 0.6               | 0.0              | 0.6        | 2.3               | 0.0              | 2.3          |
| Construction   | 1.8               | 0.2              | 2.0          | 1.8               | 0.2              | 1.9        | 3.6               | 0.7              | 4.3          |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 6.8               | 0.7              | 7.5          | 7.0               | 0.7              | 7.7        | 1.8               | 0.1              | 1.8          |
| Transportation and storage   | 1.9               | 0.1              | 2.0          | 1.9               | 0.1              | 2.0        | 2.1               | 0.0              | 2.1          |
| Accommodation and food service activities                            | 4.7               | 0.3              | 5.0          | 4.4               | 0.3              | 4.7        | 17.2              | 0.3              | 17.4         |
| Information and communication  | 1.3               | 0.1              | 1.4          | 1.3               | 0.1              | 1.4        | 1.0               | 0.0              | 1.0          |
| Financial and insurance activities                                   | 3.7               | 0.0              | 3.7          | 3.8               | 0.0              | 3.8        | 2.7               | 0.0              | 2.7          |
| Real estate activities   | 0.2               | 0.0              | 0.2          | 0.2               | -                | 0.2        | 0.1               | 0.0              | 0.1          |
| Professional, scientific and technical activities                    | 1.8               | 0.1              | 1.9          | 1.8               | 0.1              | 1.9        | 2.3               | 0.0              | 2.3          |
| Administrative and support service activities                        | 4.8               | 0.1              | 4.9          | 4.9               | 0.1              | 5.0        | 0.9               | 0.0              | 0.9          |
| Public administration and defence; compulsory social security        | 20.9              | 0.0              | 20.9         | 20.7              | 0.0              | 20.7       | 26.4              | 0.0              | 26.4         |
| Education  | 21.6              | 0.2              | 21.8         | 21.5              | 0.2              | 21.7       | 24.9              | 0.1              | 25.0         |
| Human Health and social work activities                              | 5.9               | 0.1              | 6.0          | 5.9               | 0.1              | 6.0        | 7.6               | 0.2              | 7.8          |
| Arts, entertainment and recreation                                   | 0.3               | 0.0              | 0.4          | 0.3               | 0.0              | 0.3        | 1.0               | 0.0              | 1.0          |
| Other service activities   | 5.7               | 0.2              | 5.9          | 5.8               | 0.2              | 6.0        | 0.1               | 0.0              | 0.1          |
| <b>Total</b>   | <b>97.4</b>       | <b>2.6</b>       | <b>100.0</b> | <b>97.4</b>       | <b>2.6</b>       | <b>100</b> | <b>97.8</b>       | <b>2.2</b>       | <b>100.0</b> |

Results in Table 4.6 shows that, larger proportion of annual cash earnings are earned by regular employees (97.4 percent) as compared to casual employees (2.6 percent). Industries with relatively larger proportions of annual cash earnings for regular employees are Education (21.8 percent); and Public Administration, Defense and Compulsory Social Security (20.9 percent). On the other hand, Real Estate Activities as well as Arts, Entertainment and Recreation had relatively smaller proportions of annual cash earnings with 0.2 percent and 0.4 percent, respectively.

## CHAPTER FIVE

### Annual Wage Bill Profile

#### 5.1 Introduction

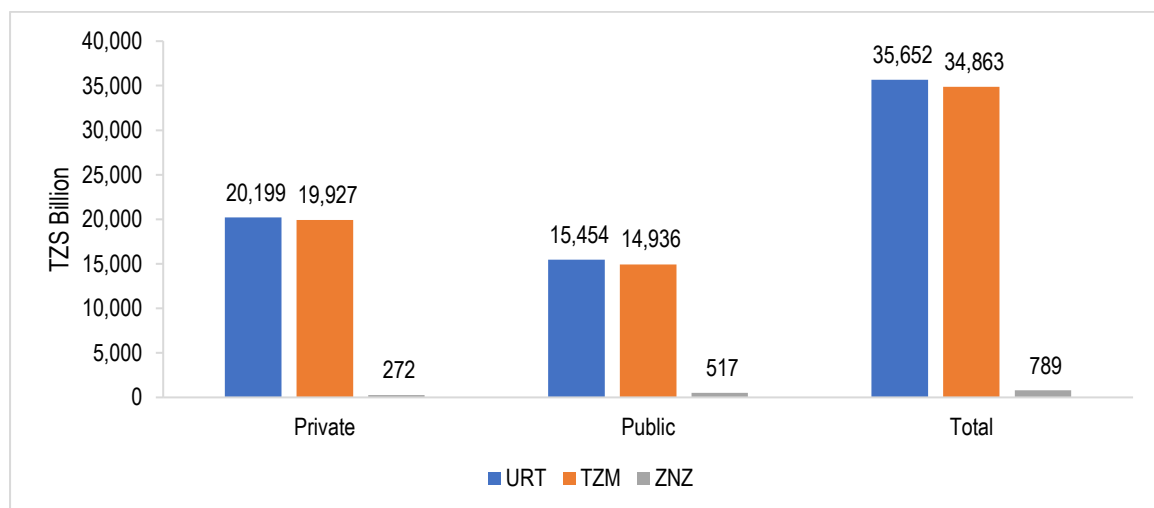
The wage bill is the total sum of gross wages of an establishment. The figures represent workers' claims for furnishing labour in production of goods or services on behalf of employers.

This chapter provides information on gross cash earnings and free rations in the annual wage bills for 2022/23. The analysis is done in regard to distribution of wage bill by sector of employment, industry, category of employment and region.

#### 5.2 Annual Wage Bill by Sector

This section illustrates the distribution of annual wage bill by public and private sectors of employment. The analysis is done by considering the level of employment in a particular sector over the same reference period to realize the real impact of changes in the annual wage bill observed in 2022/23.

**Figure 5.1: Distribution of Annual Wage Bill (TZS billion) by Sector, Tanzania, 2022/23**

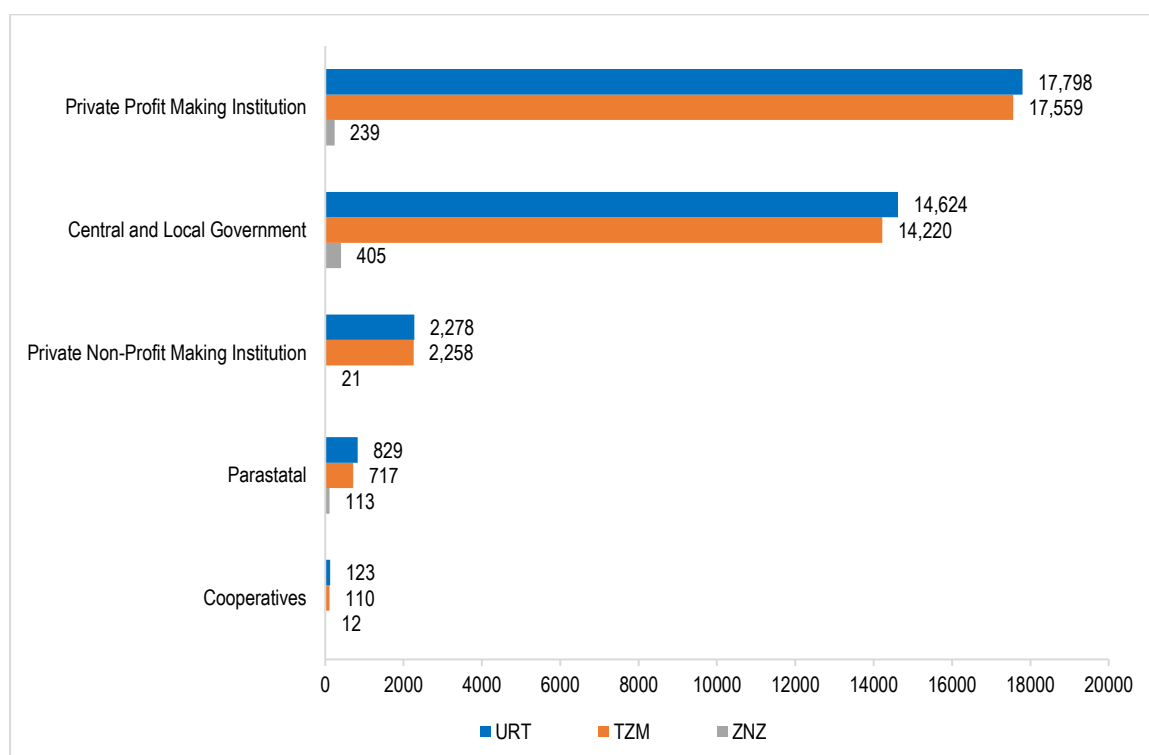


Results in Figure 5.1 shows that the total annual wage bill in 2022/23 stands at TZS 35,652 billion. Private sector has higher annual wage bill (TZS 20,199 billion) compared to public sector accounting for TZS 15,454 billion.

### 5.3 Annual Wage Bill by Sub-Sector

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

**Figure 5.2: Distribution of Annual Wage Bill (TZS billion) by Sub-Sector; Tanzania, 2022/23 EES**



Results in Figure 5.2 shows that the largest annual wage bill is incurred by employers in Private Profit-Making Institutions (TZS 17,798 billion) followed by employers in Central and Local Government (TZS 14,624 billion), while Private Non-Profit Making Institution ranked the third with TZS 2,278 billion. On the other hand, employers in the Cooperatives had the smallest share of wage bill amounted to TZS 123 billion. The lower annual wage bill in the Cooperatives is mainly attributed by small number of employees compared to other sectors. Similar trend is observed in Tanzania Mainland.

Furthermore, the results show that the largest annual wage bill in Zanzibar is incurred by employers in Central and Local Government (TZS 405 billion) followed by



employers in Private Profit-Making Institutions (TZS 239 billion), while Parastatal Organizations ranked the third with TZS 113 billion.

#### 5.4 Annual Wage Bill by Industry

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

**Table 5.1: Percentage Distribution of Annual Wage Bill (TZS Billion) by Industry and Sector; Tanzania, 2022/23 EES**

| Industry   | URT           |               |               | TZM           |               |               | ZNZ          |              |              |
|--|---------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|--------------|
|  | Private       | Public        | Total         | Private       | Public        | Total         | Private      | Public       | Total        |
| Agriculture, forestry and fishing                                    | 3.4           | 2.9           | 3.2           | 3.5           | 2.9           | 3.2           | 0.6          | 2.8          | 2.0          |
| Mining and quarrying   | 2.3           | 0.8           | 1.7           | 2.4           | 0.8           | 1.7           | 0.6          | 0.0          | 0.2          |
| Manufacturing  | 18.1          | 0.4           | 10.6          | 18.6          | 0.3           | 10.8          | 4.1          | 0.4          | 1.6          |
| Electricity, gas, steam and air conditioning supply                  | 0.4           | 1.9           | 1.1           | 0.4           | 2.0           | 1.1           | 0.0          | 1.0          | 0.7          |
| Water supply; sewage, waste management and remediation activities    | 0.2           | 1.1           | 0.6           | 0.1           | 1.1           | 0.5           | 0.0          | 4.0          | 2.6          |
| Construction   | 3.5           | 1.4           | 2.6           | 3.6           | 1.3           | 2.6           | 11.0         | 1.7          | 4.9          |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 12.5          | 3.2           | 8.5           | 12.8          | 3.2           | 8.7           | 3.4          | 1.2          | 2.0          |
| Transportation and storage   | 2.0           | 1.4           | 1.8           | 2.0           | 1.4           | 1.8           | 2.6          | 2.6          | 2.6          |
| Accommodation and food service activities                            | 16.5          | 1.1           | 9.9           | 16.9          | 0.2           | 9.7           | 50.3         | 0.0          | 17.3         |
| Information and communication  | 1.6           | 0.7           | 1.2           | 1.6           | 0.6           | 1.2           | 1.7          | 1.0          | 1.2          |
| Financial and insurance activities                                   | 4.8           | 1.2           | 3.2           | 4.8           | 1.2           | 3.3           | 2.1          | 3.6          | 3.1          |
| Real estate activities   | 0.2           | 0.1           | 0.2           | 0.2           | 0.1           | 0.2           | 0.1          | 0.0          | 0.0          |
| Professional, scientific and technical activities                    | 1.3           | 2.2           | 1.7           | 1.3           | 2.2           | 1.7           | 1.2          | 2.5          | 2.1          |
| Administrative and support service activities                        | 6.0           | 4.1           | 5.2           | 6.2           | 4.1           | 5.3           | 2.4          | 0.0          | 0.8          |
| Public administration and defence; compulsory social security        | 1.6           | 40.1          | 18.0          | 0.7           | 40.8          | 17.9          | 0.0          | 38.4         | 25.2         |
| Education  | 11.6          | 29.1          | 19.1          | 11.1          | 29.4          | 18.9          | 13.2         | 30.1         | 24.3         |
| Human Health and social work activities                              | 3.9           | 7.5           | 5.4           | 3.8           | 7.5           | 5.4           | 5.8          | 9.8          | 8.4          |
| Arts, entertainment and recreation                                   | 0.4           | 0.2           | 0.3           | 0.4           | 0.1           | 0.3           | 0.8          | 0.9          | 0.9          |
| Other service activities   | 9.5           | 0.9           | 5.8           | 9.7           | 0.9           | 5.9           | 0.2          | 0.0          | 0.1          |
| <b>Total (Percentage)</b>  | <b>100.0</b>  | <b>100.0</b>  | <b>100.0</b>  | <b>100.0</b>  | <b>100.0</b>  | <b>100.0</b>  | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |
| <b>Total (TZS billion)</b>   | <b>20,444</b> | <b>15,208</b> | <b>35,652</b> | <b>19,927</b> | <b>14,936</b> | <b>34,863</b> | <b>272</b>   | <b>517</b>   | <b>789</b>   |

Findings in Table 5.1 reveals that Education Industry has the largest share (19.1 percent) of annual wage bill followed by public administration and defense; compulsory social security industry with 18.0 percent. The third largest percentage of annual wage bill is in Manufacturing industry with 10.6 percent. Similar trend is observed in Tanzania Mainland. In contrary, annual wage bill in Zanzibar is higher in public

administration and defence; compulsory social security (25.2 percent) followed by Education (24.3 percent) and Accommodation and food service activities (17.3 percent).

Results further show that in private sector the highest proportion of annual wage bill is in the industry of Manufacturing (18.1 percent), followed by Accommodation and food service activities (16.5 percent) and Wholesale and retail trade; repair of motor vehicles and motorcycles (12.5 percent). The lowest proportion of annual wage bill in private sector are in Water supply; sewage, waste management and remediation activities and Real estate activities both with 0.2 percent. Furthermore, in public sector the highest proportion of annual wage are in public administration and defence; compulsory social security (40.1 percent), Education (29.1 percent) and Human Health and social work activities (7.5 percent). In both private and public sector similar trend is observed in Tanzania Mainland.

### 5.5 Annual Wage Bill by Region

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

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

| Place of Residence | Region        | Percentage |
|--------------------|---------------|------------|
| TZM                | Dodoma        | 5.0        |
|                    | Arusha        | 3.5        |
|                    | Kilimanjaro   | 4.3        |
|                    | Tanga         | 5.6        |
|                    | Morogoro      | 8.6        |
|                    | Pwani         | 2.3        |
|                    | Dar es Salaam | 27.8       |
|                    | Lindi         | 1.7        |
|                    | Mtwara        | 1.2        |
|                    | Ruvuma        | 2.2        |
|                    | Iringa        | 2.8        |
|                    | Mbeya         | 4.6        |
|                    | Singida       | 2.1        |
|                    | Tabora        | 1.9        |
|                    | Rukwa         | 1.5        |

| Place of Residence | Region                     | Percentage      |
|--------------------|----------------------------|-----------------|
|                    | Kigoma                     | 2.3             |
|                    | Shinyanga                  | 3.2             |
|                    | Kagera                     | 2.6             |
|                    | Mwanza                     | 4.4             |
|                    | Mara                       | 2.6             |
|                    | Manyara                    | 1.8             |
|                    | Njombe                     | 1.5             |
|                    | Katavi                     | 1.1             |
|                    | Simiyu                     | 1.5             |
|                    | Geita                      | 2.6             |
|                    | Songwe                     | 1.2             |
|                    | <b>Total (Percentage)</b>  | <b>100.0</b>    |
|                    | <b>Total (TZS billion)</b> | <b>34,863.0</b> |
| <b>ZNZ</b>         | Kaskazini Unguja           | 14.3            |
|                    | Kusini Unguja              | 13.2            |
|                    | Mjini Magharibi            | 57.4            |
|                    | Kaskazini Pemba            | 2.5             |
|                    | Kusini Pemba               | 12.6            |
|                    | <b>Total (Percentage)</b>  | <b>100.0</b>    |
|                    | <b>Total (TZS billion)</b> | <b>789.0</b>    |
| <b>URT</b>         | <b>Total (TZS billion)</b> | <b>35,652.0</b> |

Findings in Table 5.2 reveals that, the highest proportion of annual wage in Tanzania Mainland is in Dar es Salaam region (27.8 percent) followed by Morogoro and Tanga regions with 8.6 percent and 5.6 percent respectively. Results also reveal that, Katavi and Songwe region has the lowest proportion of annual wage bill with 1.1 percent and 1.2 percent respectively. Furthermore, the results shows that the highest proportion of annual wage bill in Zanzibar is in Mjini Magharibi (57.4 percent). Generally, larger annual wage bill in the regions coincides with larger levels of employment in these regions.

## CHAPTER SIX

### Newly Recruited Workers

#### 6.1 Introduction

The recruitment of new workers is a process of finding and attracting potential candidates to fill up vacant positions in an organization. This chapter focuses on analysis of various characteristics of the newly recruited workers in terms of nature of position filled, occupations, sex, level of education, sector of employment, citizenship and starting salary.

#### 6.2 Recruited Employees by Sector

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

**Table 6.1: Number of Newly Recruited Workers by Sector, Nature of Position Filled and Sex; Tanzania, 2022/23 EES**

| Place of Residence | Sector       | Filled Vacant Post |               |               | Newly Created Post |               |               | Total         |               |                |
|--------------------|--------------|--------------------|---------------|---------------|--------------------|---------------|---------------|---------------|---------------|----------------|
|                    |              | Male               | Female        | Total         | Male               | Female        | Total         | Male          | Female        | Total          |
| URT                | Private      | 27,871             | 26,368        | 54,239        | 26,767             | 15,066        | 41,833        | 54,639        | 41,433        | 96,072         |
|                    | Public       | 3,069              | 2,656         | 5,725         | 18,244             | 12,926        | 31,170        | 21,312        | 15,582        | 36,895         |
|                    | <b>Total</b> | <b>30,940</b>      | <b>29,024</b> | <b>59,964</b> | <b>45,011</b>      | <b>27,991</b> | <b>73,002</b> | <b>75,951</b> | <b>57,015</b> | <b>132,966</b> |
| TZM                | Private      | 27,457             | 26,078        | 53,535        | 25,938             | 14,592        | 40,530        | 53,396        | 40,669        | 94,065         |
|                    | Public       | 2,927              | 2,035         | 4,962         | 17,651             | 12,378        | 30,029        | 20,577        | 14,413        | 34,991         |
|                    | <b>Total</b> | <b>30,384</b>      | <b>28,113</b> | <b>58,497</b> | <b>43,589</b>      | <b>26,969</b> | <b>70,558</b> | <b>73,973</b> | <b>55,082</b> | <b>129,055</b> |
| ZNZ                | Private      | 414                | 290           | 704           | 829                | 474           | 1,303         | 1,243         | 764           | 2,007          |
|                    | Public       | 142                | 621           | 763           | 593                | 548           | 1,141         | 735           | 1,169         | 1,904          |
|                    | <b>Total</b> | <b>556</b>         | <b>911</b>    | <b>1,467</b>  | <b>1,422</b>       | <b>1,022</b>  | <b>2,444</b>  | <b>1,978</b>  | <b>1,933</b>  | <b>3,911</b>   |

Findings in Table 6.1 reveal that there is a total of 132,966 new workers recruited in the formal sector of URT of which 73,002 employees (54.9 percent) are due to newly created posts and existing vacant positions accounted for the rest (59,964 employees; 45.1 percent). Among the total newly recruited employees, there are more males (75,951 employees) than females (57,015 employees). Across sector, most of the newly

recruited workers (96,072 employees) are in the private formal sector as compared to public sector (36,895 employees).

### Key Message

*The findings reveal that there were more males (75,951 employees) than females (57,015 employees) among the total newly recruited workers (132,966 employees) in the formal sector*

## 6.3 Newly Recruited Workers by Occupations

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

**Table 6.2: Distribution of Newly Recruited Workers by Occupations and Sex; Tanzania, 2022/23 EES**

| Place of Residence | Occupation                                 | Male          |              | Female        |              | Total          |              |
|--------------------|--|---------------|--------------|---------------|--------------|----------------|--------------|
|                    |  | Number        | Percentage   | Number        | Percentage   | Number         | Percentage   |
| URT                | Legislators, administrators and managers   | 1,711         | 2.3          | 1,213         | 2.1          | 2,924          | 2.2          |
|                    | Professionals                              | 21,816        | 28.7         | 13,228        | 23.2         | 35,044         | 26.4         |
|                    | Technicians and associate professionals    | 15,658        | 20.6         | 11,702        | 20.5         | 27,360         | 20.6         |
|                    | Clerks                                     | 2,505         | 3.3          | 3,240         | 5.7          | 5,745          | 4.3          |
|                    | Service workers and shop sales workers     | 17,065        | 22.5         | 17,522        | 30.7         | 34,587         | 26.0         |
|                    | Agricultural and fishery workers           | 1,131         | 1.5          | 426           | 0.7          | 1,557          | 1.2          |
|                    | Craft and related workers                  | 3,940         | 5.2          | 2,694         | 4.7          | 6,635          | 5.0          |
|                    | Plant and machine operators and assemblers | 4,874         | 6.4          | 500           | 0.9          | 5,374          | 4.0          |
|                    | Elementary occupations                     | 7,250         | 9.5          | 6,491         | 11.4         | 13,741         | 10.3         |
|                    | <b>Total</b>                               | <b>75,951</b> | <b>100.0</b> | <b>57,015</b> | <b>100.0</b> | <b>132,966</b> | <b>100.0</b> |
| TZM                | Legislators, administrators and managers   | 1,681         | 2.3          | 1,186         | 2.2          | 2,867          | 2.2          |
|                    | Professionals                              | 21,250        | 28.7         | 12,803        | 23.2         | 34,053         | 26.4         |
|                    | Technicians and associate professionals    | 15,110        | 20.4         | 10,571        | 19.2         | 25,681         | 19.9         |
|                    | Clerks                                     | 2,446         | 3.3          | 3,186         | 5.8          | 5,632          | 4.4          |
|                    | Service workers and shop sales workers     | 16,860        | 22.8         | 17,329        | 31.5         | 34,189         | 26.5         |
|                    | Agricultural and fishery workers           | 1,120         | 1.5          | 417           | 0.8          | 1,537          | 1.2          |
|                    | Craft and related workers                  | 3,899         | 5.3          | 2,691         | 4.9          | 6,591          | 5.1          |

| Place of Residence | Occupation                                 | Male          |              | Female        |              | Total          |              |
|--------------------|--|---------------|--------------|---------------|--------------|----------------|--------------|
|                    |  | Number        | Percentage   | Number        | Percentage   | Number         | Percentage   |
| ZNZ                | Plant and machine operators and assemblers | 4,798         | 6.5          | 489           | 0.9          | 5,287          | 4.1          |
|                    | Elementary occupations                     | 6,808         | 9.2          | 6,411         | 11.6         | 13,219         | 10.2         |
|                    | <b>Total</b>                               | <b>73,973</b> | <b>100.0</b> | <b>55,082</b> | <b>100.0</b> | <b>129,055</b> | <b>100.0</b> |
|                    | Legislators, administrators and managers   | 30            | 1.5          | 27            | 1.4          | 57             | 1.5          |
|                    | Professionals                              | 566           | 28.6         | 425           | 22.0         | 991            | 25.3         |
|                    | Technicians and associate professionals    | 548           | 27.7         | 1,131         | 58.5         | 1,679          | 42.9         |
|                    | Clerks                                     | 59            | 3.0          | 54            | 2.8          | 113            | 2.9          |
|                    | Service workers and shop sales workers     | 205           | 10.4         | 193           | 10.0         | 398            | 10.2         |
|                    | Agricultural and fishery workers           | 11            | 0.6          | 9             | 0.5          | 20             | 0.5          |
|                    | Craft and related workers                  | 41            | 2.1          | 3             | 0.2          | 44             | 1.1          |
|                    | Plant and machine operators and assemblers | 76            | 3.8          | 11            | 0.6          | 87             | 2.2          |
|                    | Elementary occupations                     | 442           | 22.3         | 80            | 4.1          | 522            | 13.3         |
| <b>Total</b>       | <b>1,978</b>                               | <b>100.0</b>  | <b>1,933</b> | <b>100.0</b>  | <b>3,911</b> | <b>100.0</b>   |              |

Findings in Table 6.2 shows that, the largest proportion of the newly recruited workers (26.4 percent) are in the occupation category of Professionals, followed by Service workers and shop sales workers category (26.0 percent), in contrarily to Tanzania Mainland the results indicates the large proportion of the newly recruited workers (26.5 percent) are in occupation category of Service workers and shop sales workers, and for Tanzania Zanzibar it depict the larger proportion of newly recruited workers (42.9 percent) are in occupation category of Technicians and associate professionals.

Furthermore, the result indicates occupation category of Agricultural and Fishery Workers has the smallest proportion of the newly recruited workers (1.2 percent). A considerable male-female gap for the newly recruited workers is observed in the occupation category of Service workers and shop sales workers (30.7 percent for females and 22.5 percent for males).

#### 6.4 Newly Recruited Workers by Level of Education

This section presents education characteristics of the recruited workers. Education attainment is a vital attribute for a successful job search. It is linked to a number of factors of a job post, such as roles and responsibilities of the post and most importantly

level of remuneration attached to the post. For this reason, education qualification of man power is a vital aspect in many labour market program applications.

**Table 6.3: Distribution of Newly Recruited Workers by Level of Education and Sex; Tanzania, 2022/23 EES**

| Place of Residence | Level of Education      | Male   |               | Female       |               | Total        |                |
|--------------------|-------------------------|--------|---------------|--------------|---------------|--------------|----------------|
|                    |                         | Number | Percent       | Number       | Percent       | Number       | Percent        |
| URT                | No education            | 529    | 0.7           | 117          | 0.2           | 646          | 0.5            |
|                    | Primary Education       | 7,763  | 10.2          | 9,751        | 17.1          | 17,514       | 13.2           |
|                    | Secondary               | 11,614 | 15.3          | 9,798        | 17.2          | 21,412       | 16.1           |
|                    | Vocational Education    | 5,243  | 6.9           | 2,908        | 5.1           | 8,151        | 6.1            |
|                    | Tertiary Non-University | 32,147 | 42.3          | 23,379       | 41.0          | 55,526       | 41.8           |
|                    | Tertiary University     | 18,654 | 24.6          | 11,063       | 19.4          | 29,717       | 22.3           |
|                    | <b>Total</b>            |        | <b>75,951</b> | <b>100.0</b> | <b>57,015</b> | <b>100.0</b> | <b>132,966</b> |
| TZM                | No education            | 511    | 0.7           | 115          | 0.2           | 626          | 0.5            |
|                    | Primary Education       | 7,729  | 10.4          | 9,742        | 17.7          | 17,471       | 13.5           |
|                    | Secondary               | 11,412 | 15.4          | 9,539        | 17.3          | 20,951       | 16.2           |
|                    | Vocational Education    | 4,863  | 6.6           | 2,853        | 5.2           | 7,716        | 6.0            |
|                    | Tertiary Non-University | 31,439 | 42.5          | 22,264       | 40.4          | 53,703       | 41.6           |
|                    | Tertiary University     | 18,018 | 24.4          | 10,570       | 19.2          | 28,588       | 22.2           |
|                    | <b>Total</b>            |        | <b>73,973</b> | <b>100.0</b> | <b>55,082</b> | <b>100.0</b> | <b>129,055</b> |
| ZNZ                | No education            | 18     | 0.9           | 2            | 0.1           | 20           | 0.5            |
|                    | Primary Education       | 34     | 1.7           | 9            | 0.5           | 43           | 1.1            |
|                    | Secondary               | 202    | 10.2          | 259          | 13.4          | 461          | 11.8           |
|                    | Vocational Education    | 380    | 19.2          | 55           | 2.8           | 435          | 11.1           |
|                    | Tertiary Non-University | 708    | 35.8          | 1,115        | 57.7          | 1,823        | 46.6           |
|                    | Tertiary University     | 636    | 32.2          | 493          | 25.5          | 1,129        | 28.9           |
|                    | <b>Total</b>            |        | <b>1,978</b>  | <b>100.0</b> | <b>1,933</b>  | <b>100.0</b> | <b>3,911</b>   |

Findings in Table 6.3 shows that about one-third of the workers recruited in the formal sector (41.8 percent) has attained Tertiary non-university. There are more males (42.3 percent) with Tertiary non-university than females (41.0 percent). The second largest proportions of the workers recruited has qualifications of Tertiary university (22.3 percent), this trend happened for Tanzania Mainland and Zanzibar as well.

#### Key Message

*There are more new male recruits (32,147) with Tertiary non-university compared to female (23,379) in the formal sector*

## 6.5 Employment Status for Newly Recruited Employees

This section presents distribution of newly recruited workers by terms of employment in the formal sector. The terms of employment considered in the analysis include: - employment on permanent terms, contractual, casual, apprenticeship and others. This information is useful considering that terms of employment have an attitude on the decency of work.

**Table 6.4: Distribution of Newly Recruited Workers by Terms of Employment and Sector; Tanzania, 2022/23 EES**

| Place of Residence            | Sector/Sub-sector                     | Permanent Contract | Special task contract | Fixed term contract | Casual         | Total         |
|-------------------------------|---------------------------------------|--------------------|-----------------------|---------------------|----------------|---------------|
| URT                           | <b>A. Private</b>                     |                    |                       |                     |                |               |
|                               | Private Profit-Making Institutions    | 18,006             | 24,082                | 42,327              | 3,870          | 88,285        |
|                               | Private Non-Profit Making Institution | 2,069              | 1,431                 | 3,507               | 54             | 7,061         |
|                               | Cooperatives                          | 323                | 335                   | 61                  | 7              | 726           |
|                               | <b>Sub-Total</b>                      | <b>20,399</b>      | <b>25,848</b>         | <b>45,895</b>       | <b>3,931</b>   | <b>96,072</b> |
|                               | <b>Percent</b>                        | <b>21.2</b>        | <b>26.9</b>           | <b>47.8</b>         | <b>4.1</b>     | <b>100.0</b>  |
|                               | <b>B. Public</b>                      |                    |                       |                     |                |               |
|                               | Central and Local Governments         | 34,681             | 113                   | 528                 | 4              | 35,326        |
|                               | Parastatal Organizations              | 1,145              | 20                    | 319                 | 85             | 1,569         |
|                               | <b>Sub-Total</b>                      | <b>35,826</b>      | <b>132</b>            | <b>847</b>          | <b>89</b>      | <b>36,895</b> |
| <b>Percent</b>                | <b>97.1</b>                           | <b>0.4</b>         | <b>2.3</b>            | <b>0.2</b>          | <b>100.0</b>   |               |
| <b>Total</b>                  | <b>56,224</b>                         | <b>25,980</b>      | <b>46,742</b>         | <b>4,020</b>        | <b>132,966</b> |               |
| TZM                           | <b>A. Private</b>                     |                    |                       |                     |                |               |
|                               | Private Profit-Making Institutions    | 17,794             | 23,815                | 41,436              | 3,701          | 86,746        |
|                               | Private Non-Profit Making Institution | 2,067              | 1,408                 | 3,407               | 54             | 6,936         |
|                               | Cooperatives                          | 323                | 2                     | 58                  | 0              | 383           |
|                               | <b>Sub-Total</b>                      | <b>20,185</b>      | <b>25,225</b>         | <b>44,901</b>       | <b>3,755</b>   | <b>94,065</b> |
|                               | <b>Percent</b>                        | <b>21.5</b>        | <b>26.8</b>           | <b>47.7</b>         | <b>4.0</b>     | <b>100.0</b>  |
|                               | <b>B. Public</b>                      |                    |                       |                     |                |               |
|                               | Central and Local Governments         | 32,869             | 105                   | 524                 | 4              | 33,502        |
|                               | Parastatal Organizations              | 1,069              | 20                    | 315                 | 85             | 1,489         |
|                               | <b>Sub-Total</b>                      | <b>33,938</b>      | <b>124</b>            | <b>839</b>          | <b>89</b>      | <b>34,991</b> |
| <b>Percent</b>                | <b>97.0</b>                           | <b>0.4</b>         | <b>2.4</b>            | <b>0.3</b>          | <b>100.0</b>   |               |
| <b>Total</b>                  | <b>54,122</b>                         | <b>25,349</b>      | <b>45,740</b>         | <b>3,844</b>        | <b>129,055</b> |               |
| ZNZ                           | <b>A. Private</b>                     |                    |                       |                     |                |               |
|                               | Private Profit-Making Institution     | 212                | 267                   | 891                 | 169            | 1,539         |
|                               | Private Non-Profit Making Institution | 2                  | 23                    | 100                 | 0              | 125           |
|                               | Cooperatives                          | 0                  | 333                   | 3                   | 7              | 343           |
|                               | <b>Sub-Total</b>                      | <b>214</b>         | <b>623</b>            | <b>994</b>          | <b>176</b>     | <b>2,007</b>  |
|                               | <b>Percent</b>                        | <b>10.7</b>        | <b>31.0</b>           | <b>49.5</b>         | <b>8.8</b>     | <b>100.0</b>  |
|                               | <b>B. Public</b>                      |                    |                       |                     |                |               |
| Central and local governments | 1,812                                 | 8                  | 4                     | 0                   | 1,824          |               |



| Place of Residence | Sector/Sub-sector        | Permanent Contract | Special task contract | Fixed term contract | Casual     | Total        |
|--------------------|--------------------------|--------------------|-----------------------|---------------------|------------|--------------|
|                    | Parastatal organizations | 76                 | 0                     | 4                   | 0          | 80           |
|                    | <b>Sub-Total</b>         | <b>1,888</b>       | <b>8</b>              | <b>8</b>            | <b>0</b>   | <b>1,904</b> |
|                    | <b>Percent</b>           | <b>99.2</b>        | <b>0.4</b>            | <b>0.4</b>          | <b>0</b>   | <b>100.0</b> |
|                    | <b>Total</b>             | <b>2,102</b>       | <b>631</b>            | <b>1,002</b>        | <b>176</b> | <b>3,911</b> |

Findings in Table 6.4 shows that, majority of the newly recruited workers are engaged under permanent contracts terms, such workers constituted 97.1 percent of the newly recruited workers in the public sector and 21.2 percent of such workers in the private sector. On the other hand, other commonly used terms of recruitment of workers in the private sector are employers offering special task contracts or fixed term contracts about 26.9 percent and 47.8 percent of the newly recruited workers in the formal sector.

## 6.6 Citizenship of Newly Recruited Workers

This section analyses the distribution of newly recruited workers by occupation and citizenship. This information is useful for identifying types of occupations that are more likely to be held by foreigners and therefore informing policy or programs to enhance availability of skills to citizen candidates.

**Table 6.5: Number of Newly Recruited Employees by Occupation and Citizenship; Tanzania, 2022/23 EES**

| Occupation                                 | URT            |             |                | TZM            |             |                | ZNZ          |             |              |
|--|----------------|-------------|----------------|----------------|-------------|----------------|--------------|-------------|--------------|
|  | Citizen        | Non-Citizen | Total          | Citizen        | Non-Citizen | Total          | Citizen      | Non-Citizen | Total        |
| Legislators, administrators and managers   | 2,836          | 88          | 2,924          | 2,789          | 78          | 2,867          | 47           | 10          | 57           |
| Professionals                              | 34,903         | 141         | 35,044         | 33,913         | 140         | 34,053         | 990          | 1           | 991          |
| Technicians and associate professionals    | 27,333         | 28          | 27,360         | 25,655         | 27          | 25,681         | 1,678        | 1           | 1,679        |
| Clerks                                     | 5,724          | 21          | 5,745          | 5,611          | 21          | 5,632          | 113          | 0           | 113          |
| Service workers and shop sales workers     | 34,528         | 59          | 34,587         | 34,136         | 53          | 34,189         | 392          | 6           | 398          |
| Agricultural and fishery workers           | 1,557          | 0           | 1,557          | 1,537          |             | 1,537          | 20           | 0           | 20           |
| Craft and related workers                  | 6,635          | 0           | 6,635          | 6,591          |             | 6,591          | 44           | 0           | 44           |
| Plant and machine operators and assemblers | 5,329          | 45          | 5,374          | 5,242          | 45          | 5,287          | 87           | 0           | 87           |
| Elementary occupations                     | 13,741         | 0           | 13,741         | 13,219         |             | 13,219         | 522          | 0           | 522          |
| <b>Total</b>                               | <b>132,584</b> | <b>382</b>  | <b>132,966</b> | <b>128,691</b> | <b>364</b>  | <b>129,055</b> | <b>3,893</b> | <b>18</b>   | <b>3,911</b> |

Findings in Table 6.5 shows that among the newly recruited workers in the formal sector about 132,584 workers equivalent to 99.7 percent are citizens of Tanzania. Non-citizens accounted for 0.3 percent (382 workers), and most of such workers are recruited in the occupation category of Professionals and Legislators, administrators.

## 6.7 Newly Recruited Employees by Region

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

**Table 6.6: Distribution of Newly Recruited Workers by Region and Sex; Tanzania, 2022/23 EES**

| Place of Residence | Male          | Female        | Total          |
|--------------------|---------------|---------------|----------------|
| <b>URT</b>         | <b>75,761</b> | <b>56,520</b> | <b>132,966</b> |
| <b>TZM</b>         | <b>73,973</b> | <b>55,082</b> | <b>129,055</b> |
| Dodoma             | 5,458         | 4,990         | 10,448         |
| Arusha             | 941           | 512           | 1,453          |
| Kilimanjaro        | 2,787         | 2,303         | 5,090          |
| Tanga              | 3,373         | 1,446         | 4,820          |
| Morogoro           | 2,827         | 2,059         | 4,886          |
| Pwani              | 1,734         | 1,460         | 3,194          |
| Dar es Salaam      | 31,574        | 20,117        | 51,691         |
| Lindi              | 776           | 599           | 1,375          |
| Mtwara             | 1,187         | 723           | 1,910          |
| Ruvuma             | 1,559         | 1,291         | 2,850          |
| Iringa             | 2,557         | 4,003         | 6,561          |
| Mbeya              | 2,168         | 2,486         | 4,654          |
| Singida            | 1,391         | 1,234         | 2,625          |
| Tabora             | 1,655         | 1,353         | 3,008          |
| Rukwa              | 529           | 316           | 845            |
| Kigoma             | 1,011         | 707           | 1,717          |
| Shinyanga          | 2,793         | 1,763         | 4,556          |
| Kagera             | 250           | 100           | 350            |
| Mwanza             | 3,395         | 3,046         | 6,441          |
| Mara               | 1,000         | 938           | 1,938          |
| Manyara            | 890           | 794           | 1,684          |
| Njombe             | 339           | 219           | 558            |
| Katavi             | 526           | 371           | 897            |
| Simiyu             | 1,457         | 835           | 2,293          |
| Geita              | 1,558         | 1,173         | 2,732          |
| Songwe             | 238           | 245           | 483            |
| <b>ZNZ</b>         | <b>1,978</b>  | <b>1,933</b>  | <b>3,911</b>   |
| Kaskazini Unguja   | 107           | 233           | 340            |
| Kusini Unguja      | 305           | 319           | 624            |
| Mjini Magharibi    | 1,330         | 856           | 2,186          |
| Kaskazini Pemba    | 46            | 29            | 75             |
| Kusini Pemba       | 190           | 496           | 686            |

Findings in Table 6.6 shows that, most of the newly recruited workers are in Dar es Salaam region with 51,691 workers followed by Dodoma with 10,448 workers and Mwanza with 6,441 workers. The main reasons for recruitment of large numbers of workers in these regions could be the presence of more establishments offering social and economic services in these regions. On the other hand, Kagera and Songwe regions has the smallest number of recruited workers in Tanzania Mainland (350 workers and 483 workers) respectively. In Tanzania Zanzibar, Kaskazini Pemba has the smallest number of newly recruited worker (75).

## 6.8 Newly Recruited Employees by Starting Salary

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

**Table 6.7: Number of Newly Recruited Employees by Occupation and Starting Salary; Tanzania, 2022/23 EES**

| Place of Residence | Occupation                                 | Lowest thru 140000 | 140001 thru 199999 | 200000 thru 299999 | 300000 thru 399999 | 400000 thru 499999 | 500000 thru 599999 | 600000 thru 699999 | 700000 thru Highest | Total          |
|--------------------|--|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------|----------------|
|                    |  |                    |                    |                    |                    |                    |                    |                    |                     |                |
| URT                | Legislators, administrators and managers   | 10                 | 0                  | 14                 | 736                | 542                | 254                | 87                 | 1,279               | 2,924          |
|                    | Professionals                              | 19                 | 491                | 1,162              | 8,076              | 2,652              | 2,825              | 2,137              | 17,682              | 35,044         |
|                    | Technicians and associate professionals    | 215                | 1,173              | 1,613              | 3,209              | 8,056              | 4,816              | 1,591              | 6,687               | 27,360         |
|                    | Clerks                                     | 84                 | 490                | 831                | 871                | 896                | 805                | 673                | 1,096               | 5,745          |
|                    | Service workers and shop sales workers     | 5,177              | 8,499              | 9,426              | 3,957              | 2,775              | 1,290              | 827                | 2,635               | 34,587         |
|                    | Agricultural and fishery workers           | 18                 | 872                | 214                | 35                 | 22                 | 138                | 7                  | 252                 | 1,557          |
|                    | Craft and related workers                  | 403                | 4,068              | 799                | 851                | 225                | 90                 | 11                 | 186                 | 6,635          |
|                    | Plant and machine operators and assemblers | 89                 | 341                | 1,123              | 2,370              | 949                | 224                | 55                 | 224                 | 5,374          |
|                    | Elementary occupations                     | 2,646              | 6,659              | 2,669              | 1,124              | 177                | 88                 | 42                 | 336                 | 13,741         |
|                    | <b>Total</b>                               | <b>8,659</b>       | <b>22,594</b>      | <b>17,851</b>      | <b>21,229</b>      | <b>16,294</b>      | <b>10,530</b>      | <b>5,431</b>       | <b>30,378</b>       | <b>132,966</b> |
| TZM                | Legislators, administrators and managers   | 8                  |                    | 12                 | 718                | 537                | 247                | 84                 | 1,259               | 2,867          |
|                    | Professionals                              | 9                  | 473                | 1,138              | 8,026              | 2,547              | 2,701              | 2,109              | 17,050              | 34,053         |

| Place of Residence | Occupation                                 | Lowest thru 140000 | 140001 thru 199999 | 200000 thru 299999 | 300000 thru 399999 | 400000 thru 499999 | 500000 thru 599999 | 600000 thru 699999 | 700000 thru Highest | Total          |
|--------------------|--|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------|----------------|
|                    | Technicians and associate professionals    | 128                | 1,112              | 1,568              | 2,659              | 7,778              | 4,435              | 1,582              | 6,419               | 25,681         |
|                    | Clerks                                     | 78                 | 487                | 829                | 830                | 869                | 792                | 671                | 1,077               | 5,632          |
|                    | Service workers and shop sales workers     | 5,149              | 8,493              | 9,415              | 3,652              | 2,751              | 1,281              | 820                | 2,627               | 34,189         |
|                    | Agricultural and fishery workers           | 18                 | 872                | 214                | 24                 | 22                 | 138                | 7                  | 243                 | 1,537          |
|                    | Craft and related workers                  | 389                | 4,059              | 799                | 847                | 212                | 86                 | 11                 | 186                 | 6,591          |
|                    | Plant and machine operators and assemblers | 89                 | 341                | 1,121              | 2,296              | 941                | 224                | 52                 | 224                 | 5,287          |
|                    | Elementary occupations                     | 2,624              | 6,641              | 2,633              | 715                | 160                | 74                 | 39                 | 333                 | 13,219         |
|                    | <b>Total</b>                               | <b>8,490</b>       | <b>22,479</b>      | <b>17,729</b>      | <b>19,767</b>      | <b>15,817</b>      | <b>9,978</b>       | <b>5,376</b>       | <b>29,419</b>       | <b>129,055</b> |
| <b>ZNZ</b>         | Legislators, administrators and managers   | 2                  | 0                  | 2                  | 18                 | 5                  | 7                  | 3                  | 20                  | 57             |
|                    | Professionals                              | 10                 | 18                 | 24                 | 50                 | 105                | 124                | 28                 | 632                 | 991            |
|                    | Technicians and associate professionals    | 87                 | 61                 | 45                 | 550                | 278                | 381                | 9                  | 268                 | 1,679          |
|                    | Clerks                                     | 6                  | 3                  | 2                  | 41                 | 27                 | 13                 | 2                  | 19                  | 113            |
|                    | Service workers and shop sales workers     | 28                 | 6                  | 11                 | 305                | 24                 | 9                  | 7                  | 8                   | 398            |
|                    | Agricultural and fishery workers           | 0                  | 0                  | 0                  | 11                 | 0                  | 0                  | 0                  | 9                   | 20             |
|                    | Craft and related workers                  | 14                 | 9                  | 0                  | 4                  | 13                 | 4                  | 0                  | 0                   | 44             |
|                    | Plant and machine operators and assemblers | 0                  | 0                  | 2                  | 74                 | 8                  | 0                  | 3                  | 0                   | 87             |
|                    | Elementary occupations                     | 22                 | 18                 | 36                 | 409                | 17                 | 14                 | 3                  | 3                   | 522            |
|                    | <b>Total</b>                               | <b>169</b>         | <b>115</b>         | <b>122</b>         | <b>1,462</b>       | <b>477</b>         | <b>552</b>         | <b>55</b>          | <b>959</b>          | <b>3,911</b>   |

Results in Table 6.7 shows that 30,378 of newly recruited workers (22.8 percent) in URT has starting salaries above TZS 700,000 followed by 22,594 with starting salaries between TZS 140,000 and 199,999 (17.0 percent). Majority of newly recruited workers with a starting salary category of above TZS 700,000 are shown to be in the occupations of professionals; and technicians and associate professionals. Moreover, a large proportion of newly recruited employees in Elementary Occupations earned starting salaries of between TZS 140,000 and 199,000.

## Key Message

The findings indicate that most of newly recruited workers (30,378 persons, equivalent to 22.8%) has starting salaries above 700,000.

## 6.9 Newly Recruited Employees by Level of Education

Education is a key factor that raises people's productivity, creativity and promotes entrepreneurship and technological advancement. This section presents distribution of newly recruited workers by level of education and starting salary.

**Table 6.8: Number of Newly Recruited Employees by Level of Education and Starting Monthly Salary; Tanzania, 2022/23 EES**

| Place of Residence | Level of Education      | Lowest thru 140000 | 140001 thru 199999 | 200000 thru 299999 | 300000 thru 399999 | 400000 thru 499999 | 500000 thru 599999 | 600000 thru 699999 | 700000 thru Highest | Total          |
|--------------------|-------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------|----------------|
| URT                | No education            | 264                | 58                 | 50                 | 230                | 30                 | 3                  | 0                  | 10                  | 646            |
|                    | Primary Education       | 2,703              | 9,772              | 2,761              | 439                | 267                | 120                | 256                | 1,195               | 17,514         |
|                    | Secondary               | 3,962              | 4,998              | 7,659              | 1,419              | 1,976              | 372                | 247                | 780                 | 21,412         |
|                    | Vocational Education    | 268                | 4,044              | 1,142              | 1,375              | 411                | 190                | 13                 | 707                 | 8,151          |
|                    | Tertiary Non University | 1,388              | 3,088              | 5,651              | 15,209             | 11,097             | 6,533              | 2,450              | 10,110              | 55,526         |
|                    | Tertiary University     | 74                 | 633                | 588                | 2,557              | 2,514              | 3,311              | 2,465              | 17,575              | 29,717         |
|                    | <b>Total</b>            | <b>8,659</b>       | <b>22,594</b>      | <b>17,851</b>      | <b>21,229</b>      | <b>16,294</b>      | <b>10,530</b>      | <b>5,431</b>       | <b>30,378</b>       | <b>132,966</b> |
| TZM                | No education            | 254                | 57                 | 50                 | 221                | 30                 | 3                  |                    | 10                  | 626            |
|                    | Primary Education       | 2,692              | 9,771              | 2,744              | 425                | 267                | 120                | 256                | 1,195               | 17,471         |
|                    | Secondary               | 3,909              | 4,972              | 7,640              | 1,102              | 1,941              | 370                | 242                | 776                 | 20,951         |
|                    | Vocational Education    | 268                | 4,044              | 1,137              | 981                | 388                | 182                | 8                  | 707                 | 7,716          |
|                    | Tertiary Non-university | 1,309              | 3,025              | 5,595              | 14,574             | 10,806             | 6,124              | 2,437              | 9,833               | 53,703         |
|                    | Tertiary University     | 58                 | 609                | 563                | 2,464              | 2,386              | 3,178              | 2,433              | 16,897              | 28,588         |
|                    | <b>Total</b>            | <b>8,490</b>       | <b>22,479</b>      | <b>17,729</b>      | <b>19,767</b>      | <b>15,817</b>      | <b>9,978</b>       | <b>5,376</b>       | <b>29,419</b>       | <b>129,055</b> |
| ZNZ                | No education            | 10                 | 1                  | 0                  | 9                  | 0                  | 0                  | 0                  | 0                   | 20             |
|                    | Primary Education       | 11                 | 1                  | 17                 | 14                 | 0                  | 0                  | 0                  | 0                   | 43             |
|                    | Secondary               | 53                 | 26                 | 19                 | 317                | 35                 | 2                  | 5                  | 4                   | 461            |
|                    | Vocational Education    | 0                  | 0                  | 5                  | 394                | 23                 | 8                  | 5                  | 0                   | 435            |
|                    | Tertiary Non-university | 79                 | 63                 | 56                 | 635                | 291                | 409                | 13                 | 277                 | 1,823          |
|                    | Tertiary University     | 16                 | 24                 | 25                 | 93                 | 128                | 133                | 32                 | 678                 | 1,129          |
|                    | <b>Total</b>            | <b>169</b>         | <b>115</b>         | <b>122</b>         | <b>1,462</b>       | <b>477</b>         | <b>552</b>         | <b>55</b>          | <b>959</b>          | <b>3,911</b>   |

Findings in Table 6.8 shows that, 57.9 percent of newly recruited workers with starting salaries above TZS 700,000 has tertiary university. On the other hand, majority of those with starting salaries of less than TZS 140,000 (45.4 percent) has secondary education, this trend behaves the same for Tanzania Mainland while for Tanzania Zanzibar majority (46.7%) has tertiary non university.

**Key Message**

*The findings indicate that 57.9 percent of those with starting salary from TZS 700,000 and above attained Tertiary University.*

# CHAPTER SEVEN

## Job Vacancies

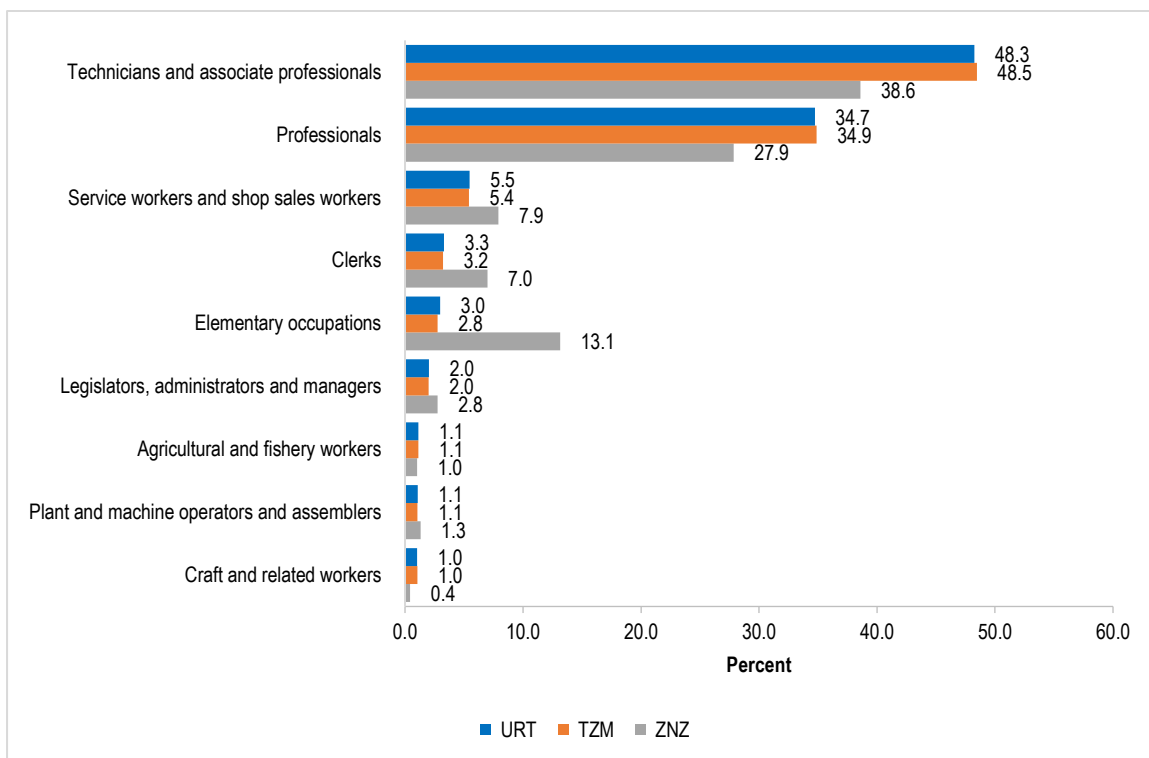
### 7.1 Introduction

This chapter presents job vacancies in formal sector establishments in 2022/23. A job vacancy is defined as a paid post that is newly created, unoccupied or about to become vacant for which the employer is taking active steps or is prepared to take further steps to find a suitable candidate from outside the enterprise. The analysis of job vacancies is categorized by occupation, level of education, main qualification/skill, working experience, reason for the vacancies and sex preference.

### 7.2 Job Vacancies by Occupation and Work Experience

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

**Figure 7.1: Percentage Distribution of Job Vacancies by Occupation; Tanzania, 2022/23 EES**



Results in Figure 7.1: shows that most of job vacancies (48.3 percent) are for Technicians and Associate Professionals followed by Professionals (34.7 percent), Service workers and shop sales workers (5.5 percent). The remaining occupations each has less than 5.0 percent of the total job vacancies.

**Table 7.1: Percentage Distribution of Job Vacancies by Occupation and Work Experience; Tanzania, 2022/23 EES**

| Occupation                                 | URT          |              |              |                 |              | TZM          |              |              |                 |              | ZNZ          |              |              |                 |              |
|--|--------------|--------------|--------------|-----------------|--------------|--------------|--------------|--------------|-----------------|--------------|--------------|--------------|--------------|-----------------|--------------|
|  | Not required | 1 to 2 years | 3 to 4 years | 5 or more years | Total        | Not required | 1 to 2 years | 3 to 4 years | 5 or more years | Total        | Not required | 1 to 2 years | 3 to 4 years | 5 or more years | Total        |
| Legislators, administrators and managers   | 1.7          | 2.1          | 5.0          | 14.2            | 2.0          | 1.7          | 2.1          | 4.7          | 13.9            | 2.0          | 1.9          | 1.5          | 29.0         | 32.3            | 2.8          |
| Professionals                              | 29.4         | 58.2         | 46.4         | 67.8            | 34.7         | 29.6         | 58.4         | 46.6         | 68.4            | 34.9         | 19.5         | 51.9         | 31.5         | 32.3            | 27.9         |
| Technicians and associate professionals    | 56.3         | 17.2         | 15.7         | 10.2            | 48.3         | 56.5         | 17.1         | 15.9         | 10.2            | 48.5         | 46.7         | 19.2         | 5.6          | 12.9            | 38.6         |
| Clerks                                     | 3.2          | 3.6          | 3.6          | 4.6             | 3.3          | 3.1          | 3.5          | 3.5          | 4.5             | 3.2          | 7.2          | 5.7          | 10.5         | 12.9            | 7.0          |
| Service workers and shop sales workers     | 4.3          | 7.6          | 19.3         | 2.1             | 5.5          | 4.2          | 7.7          | 19.5         | 2.1             | 5.4          | 8.7          | 5.6          | 8.9          | 3.2             | 7.9          |
| Skilled Agricultural and fishery workers   | 1.3          | 0.4          | 0.4          | 0.1             | 1.1          | 1.4          | 0.3          | 0.4          | 0.1             | 1.1          | 0.2          | 2.8          | 7.3          | 0.0             | 1.0          |
| Craft and related workers                  | 0.8          | 2.4          | 0.9          | 0.0             | 1.0          | 0.8          | 2.5          | 0.9          | 0.0             | 1.0          | 0.5          | 0.3          | 0.8          | 0.0             | 0.4          |
| Plant and machine operators and assemblers | 0.7          | 2.5          | 3.0          | 0.8             | 1.1          | 0.7          | 2.5          | 3.0          | 0.8             | 1.1          | 0.9          | 2.2          | 4.8          | 0.0             | 1.3          |
| Elementary occupations                     | 2.3          | 6.0          | 5.5          | 0.1             | 3.0          | 2.1          | 5.8          | 5.6          | 0.0             | 2.8          | 14.5         | 10.7         | 1.6          | 6.5             | 13.1         |
| <b>Total</b>                               | <b>79.8</b>  | <b>14.4</b>  | <b>4.9</b>   | <b>0.9</b>      | <b>100.0</b> | <b>80.0</b>  | <b>14.2</b>  | <b>4.9</b>   | <b>0.9</b>      | <b>100.0</b> | <b>72.0</b>  | <b>24.5</b>  | <b>2.8</b>   | <b>0.7</b>      | <b>100.0</b> |

Results in Table 7.1 shows that majority of job vacancies (79.8 percent) did not require any work experience with most of such vacancies being in occupational category of Technicians, Associate Professionals (56.3 percent) and Professionals (29.4 percent). It is also indicated that, smallest proportion of vacancies (0.9 percent) require work experience of more than five years.

### 7.3 Job Vacancies by Occupation and Sex Preference

This section presents findings on distribution of job vacancies in the formal sector by occupations and sex preference of employer to fill such vacancies.



**Table 7.2: Percentage Distribution of Job Vacancies by Occupation and Sex Preference; Tanzania, 2022/23 EES**

| Occupations                                | URT        |            |             |              | TZM        |            |             |              | ZNZ         |             |             |              |
|--|------------|------------|-------------|--------------|------------|------------|-------------|--------------|-------------|-------------|-------------|--------------|
|  | Male       | Female     | Any         | Total        | Male       | Female     | Any         | Total        | Male        | Female      | Any         | Total        |
| Legislators, administrators and managers   | 1.5        | 1.2        | 97.4        | 100.0        | 2.2        | 1.2        | 96.5        | 100.0        | 29.2        | 3.3         | 67.5        | 100.0        |
| Professionals                              | 1.5        | 1.4        | 97.1        | 100.0        | 1.6        | 1.5        | 96.9        | 100.0        | 7.1         | 7.9         | 85.0        | 100.0        |
| Technicians and associate professionals    | 3.1        | 1.6        | 95.2        | 100.0        | 3.4        | 1.7        | 94.9        | 100.0        | 20.5        | 5.4         | 74.1        | 100.0        |
| Clerks                                     | 3.6        | 13.2       | 83.2        | 100.0        | 5.2        | 13.6       | 81.2        | 100.0        | 39.5        | 22.0        | 38.5        | 100.0        |
| Service workers and shop sales workers     | 5.8        | 23.5       | 70.7        | 100.0        | 5.8        | 24.8       | 69.3        | 100.0        | 6.7         | 69.5        | 23.8        | 100.0        |
| Skilled agricultural and fishery workers   | 2.4        | 0.0        | 97.6        | 100.0        | 2.6        | 0.0        | 97.4        | 100.0        | 11.4        | 0.0         | 88.6        | 100.0        |
| Craft and related workers                  | 28.9       | 11.8       | 59.2        | 100.0        | 29.1       | 11.8       | 59.1        | 100.0        | 47.4        | 5.3         | 47.4        | 100.0        |
| Plant and machine operators and assemblers | 41.5       | 1.9        | 56.6        | 100.0        | 42.2       | 1.9        | 56.0        | 100.0        | 66.7        | 0.0         | 33.3        | 100.0        |
| Elementary occupations                     | 27.8       | 5.0        | 67.2        | 100.0        | 30.0       | 4.7        | 65.3        | 100.0        | 51.7        | 1.9         | 46.3        | 100.0        |
| <b>Total</b>                               | <b>4.0</b> | <b>3.3</b> | <b>92.7</b> | <b>100.0</b> | <b>4.4</b> | <b>3.5</b> | <b>92.1</b> | <b>100.0</b> | <b>22.0</b> | <b>11.7</b> | <b>66.3</b> | <b>100.0</b> |

Findings in Table 7.2 indicate that the largest proportion of job vacancies (92.7 percent) did not indicate preference for any sex. However, 4.0 percent of vacancies preferred male employees while 3.3 percent of vacancies preferred female employees. Furthermore, occupations of Plant and Machine Operators and Assemblers: and Craft and Related Workers had the largest proportion of vacancies that preferred male candidates with 41.5 percent and 28.9 percent respectively.

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

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

**Table 7.3: Percentage Distribution of Job Vacancies by Industry and Reasons; Tanzania, 2022/23 EES**

| Industry  | URT         |              |       | TZM         |              |       | ZNZ         |              |       |
|---|-------------|--------------|-------|-------------|--------------|-------|-------------|--------------|-------|
|   | Replacement | New position | Total | Replacement | New position | Total | Replacement | New position | Total |
| Agriculture, forestry and fishing                                 | 1.9         | 1.8          | 1.8   | 1.9         | 1.8          | 1.9   | 0.5         | 2.0          | 1.3   |
| Mining and quarrying  | 0.1         | 0.6          | 0.2   | 0.1         | 0.6          | 0.2   | 0.6         | 0.0          | 0.3   |
| Manufacturing   | 2.1         | 3.4          | 2.4   | 2.1         | 3.5          | 2.4   | 0.0         | 0.5          | 0.3   |
| Electricity, gas, steam and air conditioning supply               | 0.1         | 0.0          | 0.1   | 0.1         | 0.0          | 0.1   | 0.0         | 0.0          | 0.0   |
| Water supply; sewage, waste management and remediation activities | 0.4         | 0.5          | 0.4   | 0.4         | 0.2          | 0.3   | 3.5         | 6.7          | 5.1   |
| Construction  | 1.0         | 1.4          | 1.1   | 1.1         | 1.4          | 1.1   | 0.0         | 1.0          | 0.5   |

| Industry   | URT         |              |              | TZM         |              |              | ZNZ         |              |              |
|--|-------------|--------------|--------------|-------------|--------------|--------------|-------------|--------------|--------------|
|  | Replacement | New position | Total        | Replacement | New position | Total        | Replacement | New position | Total        |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 1.4         | 1.4          | 1.4          | 1.5         | 1.4          | 1.4          | 0.5         | 1.1          | 0.8          |
| Transportation and storage   | 0.2         | 0.2          | 0.2          | 0.2         | 0.2          | 0.2          | 0.1         | 0.5          | 0.3          |
| Accommodation and food service activities                            | 1.5         | 5.8          | 2.6          | 1.5         | 5.9          | 2.6          | 4.0         | 4.3          | 4.1          |
| Information and communication  | 0.2         | 0.2          | 0.2          | 0.2         | 0.2          | 0.2          | 0.6         | 0.4          | 0.5          |
| Financial and insurance activities                                   | 0.3         | 0.5          | 0.3          | 0.3         | 0.5          | 0.3          | 0.4         | 0.5          | 0.5          |
| Real estate activities   | 0.1         | 0.1          | 0.1          | 0.1         | 0.1          | 0.1          | 0.2         | 0.0          | 0.1          |
| Professional, scientific and technical activities                    | 3.2         | 1.3          | 2.7          | 3.2         | 1.2          | 2.7          | 1.4         | 1.6          | 1.5          |
| Administrative and support service activities                        | 2.2         | 7.4          | 3.5          | 2.2         | 7.7          | 3.6          | 1.0         | 0.6          | 0.8          |
| Public administration and defence; compulsory social security        | 22.4        | 22.8         | 22.5         | 22.4        | 21.5         | 22.2         | 24.9        | 53.0         | 39.2         |
| Education  | 45.7        | 43.7         | 45.2         | 45.5        | 44.9         | 45.3         | 60.1        | 17.1         | 38.3         |
| Human Health and social work activities                              | 15.6        | 7.0          | 13.5         | 15.8        | 6.9          | 13.7         | 1.1         | 9.8          | 5.5          |
| Arts, entertainment and recreation                                   | 0.1         | 0.1          | 0.1          | 0.1         | 0.1          | 0.1          | 0.7         | 0.9          | 0.8          |
| Other service activities   | 1.5         | 1.8          | 1.6          | 1.6         | 1.9          | 1.6          | 0.2         | 0.0          | 0.1          |
| <b>Total</b>   | <b>75.4</b> | <b>24.6</b>  | <b>100.0</b> | <b>75.9</b> | <b>24.1</b>  | <b>100.0</b> | <b>49.3</b> | <b>50.7</b>  | <b>100.0</b> |

Results in Table 7.3 shows that Education and Public Administration, Defense and Compulsory Social Security has the largest proportion of job vacancies with 45.2 percent and 22.5 percent respectively. In addition, majority of the job vacancies (75.4 percent) are due to replacement while 24.6 percent are a result of new positions being created.

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

This section focuses on distribution of vacancies by industry and level of education required. 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 job vacancies in different industries is helpful in many applications, including career guidance.

**Table 7.4: Percentage Distribution of Job Vacancies by Industry and Level of Education Required; Tanzania, 2022/23 EES**

| Industry  | URT                 |                         |                    |                     |                   |                       |              | TZM                 |                         |                    |                     |                   |                       |              | ZNZ                 |                         |                    |                     |                   |                       |            |              |
|---|---------------------|-------------------------|--------------------|---------------------|-------------------|-----------------------|--------------|---------------------|-------------------------|--------------------|---------------------|-------------------|-----------------------|--------------|---------------------|-------------------------|--------------------|---------------------|-------------------|-----------------------|------------|--------------|
|   | Tertiary University | Tertiary non-university | Vocation Education | Secondary Education | Primary Education | No education Required | Total        | Tertiary University | Tertiary non-university | Vocation Education | Secondary Education | Primary Education | No education Required | Total        | Tertiary University | Tertiary non-university | Vocation Education | Secondary Education | Primary Education | No education Required | Total      |              |
| Agriculture, forestry and fishing   | 37.6                | 53.6                    | 3.1                | 3.3                 | 2.4               | 0.0                   | 100.0        | 37.8                | 54.1                    | 3.1                | 2.4                 | 2.4               | 0.0                   | 100.0        | 23.2                | 14.3                    | 1.8                | 60.7                | 0.0               | 0.0                   | 0.0        | 100.0        |
| Mining and quarrying  | 26.3                | 69.8                    | 3.9                | 0.0                 | 0.0               | 0.0                   | 100.0        | 26.5                | 69.4                    | 4.0                | 0.0                 | 0.0               | 0.0                   | 100.0        | 16.7                | 83.3                    | 0.0                | 0.0                 | 0.0               | 0.0                   | 0.0        | 100.0        |
| Manufacturing   | 21.6                | 22.6                    | 11.2               | 25.1                | 13.3              | 6.1                   | 100.0        | 21.6                | 22.6                    | 11.3               | 25.2                | 13.4              | 5.9                   | 100.0        | 7.7                 | 0.0                     | 0.0                | 7.7                 | 0.0               | 84.6                  | 0.0        | 100.0        |
| Electricity, gas, steam and air conditioning supply                           | 75.4                | 16.0                    | 8.5                | 0.0                 | 0.0               | 0.0                   | 100.0        | 75.4                | 16.1                    | 8.5                | 0.0                 | 0.0               | 0.0                   | 100.0        | 0.0                 | 0.0                     | 0.0                | 0.0                 | 0.0               | 0.0                   | 0.0        | 0.0          |
| Water supply; sewerage, waste management and remediation activities           | 34.0                | 39.9                    | 11.6               | 14.5                | 0.0               | 0.0                   | 100.0        | 39.2                | 48.3                    | 11.1               | 1.4                 | 0.0               | 0.0                   | 100.0        | 17.5                | 13.0                    | 13.5               | 56.1                | 0.0               | 0.0                   | 0.0        | 100.0        |
| Construction  | 24.7                | 51.5                    | 0.6                | 0.7                 | 20.7              | 1.9                   | 100.0        | 24.6                | 51.5                    | 0.6                | 0.7                 | 20.9              | 1.7                   | 100.0        | 27.3                | 54.5                    | 0.0                | 0.0                 | 0.0               | 18.2                  | 0.0        | 100.0        |
| Wholesale and retail trade; repair of motor vehicles and motorcycles Division | 45.1                | 30.4                    | 7.7                | 14.0                | 1.8               | 1.0                   | 100.0        | 45.4                | 30.7                    | 7.8                | 13.4                | 1.8               | 1.0                   | 100.0        | 20.6                | 5.9                     | 2.9                | 70.6                | 0.0               | 0.0                   | 0.0        | 100.0        |
| Transportation and storage  | 32.4                | 25.9                    | 28.0               | 13.1                | 0.0               | 0.7                   | 100.0        | 32.7                | 24.9                    | 28.9               | 12.9                | 0.0               | 0.7                   | 100.0        | 21.4                | 57.1                    | 0.0                | 21.4                | 0.0               | 0.0                   | 0.0        | 100.0        |
| Accommodation and food service activities                                     | 1.4                 | 27.4                    | 3.1                | 35.4                | 21.9              | 10.8                  | 100.0        | 1.2                 | 27.3                    | 2.9                | 35.8                | 22.6              | 10.4                  | 100.0        | 8.3                 | 31.1                    | 10.6               | 25.0                | 2.2               | 22.8                  | 0.0        | 100.0        |
| Information and communication   | 24.9                | 72.2                    | 0.0                | 2.5                 | 0.5               | 0.0                   | 100.0        | 22.2                | 75.1                    | 0.0                | 2.6                 | 0.0               | 0.0                   | 100.0        | 75.0                | 15.0                    | 0.0                | 0.0                 | 10.0              | 0.0                   | 0.0        | 100.0        |
| Financial and insurance activities  | 54.5                | 35.1                    | 1.3                | 1.3                 | 7.6               | 0.1                   | 100.0        | 54.7                | 35.4                    | 1.3                | 0.8                 | 7.8               | 0.0                   | 100.0        | 47.6                | 28.6                    | 0.0                | 19.0                | 0.0               | 4.8                   | 0.0        | 100.0        |
| Real estate activities  | 56.0                | 41.5                    | 0.0                | 2.5                 | 0.0               | 0.0                   | 100.0        | 54.7                | 42.7                    | 0.0                | 2.6                 | 0.0               | 0.0                   | 100.0        | 100.0               | 0.0                     | 0.0                | 0.0                 | 0.0               | 0.0                   | 0.0        | 100.0        |
| Professional, scientific and technical activities                             | 38.8                | 55.6                    | 0.5                | 4.8                 | 0.2               | 0.1                   | 100.0        | 38.3                | 56.1                    | 0.5                | 4.8                 | 0.2               | 0.1                   | 100.0        | 83.1                | 13.8                    | 0.0                | 3.1                 | 0.0               | 0.0                   | 0.0        | 100.0        |
| Administrative and support service activities                                 | 7.4                 | 51.6                    | 0.1                | 18.4                | 22.2              | 0.3                   | 100.0        | 7.5                 | 51.7                    | 0.1                | 18.5                | 22.3              | 0.0                   | 100.0        | 0.0                 | 36.1                    | 2.8                | 0.0                 | 0.0               | 61.1                  | 0.0        | 100.0        |
| Public administration and defence; compulsory social security                 | 52.6                | 45.0                    | 0.8                | 1.2                 | 0.3               | 0.1                   | 100.0        | 52.9                | 44.7                    | 0.8                | 1.1                 | 0.3               | 0.1                   | 100.0        | 43.4                | 52.3                    | 0.7                | 3.6                 | 0.1               | 0.0                   | 0.0        | 100.0        |
| Education   | 33.0                | 65.7                    | 0.3                | 0.7                 | 0.3               | 0.0                   | 100.0        | 33.2                | 65.9                    | 0.3                | 0.4                 | 0.2               | 0.0                   | 100.0        | 18.5                | 56.9                    | 1.4                | 15.7                | 7.4               | 0.1                   | 0.0        | 100.0        |
| Human health and social work activities                                       | 23.8                | 75.0                    | 0.4                | 0.6                 | 0.3               | 0.0                   | 100.0        | 23.2                | 75.5                    | 0.4                | 0.6                 | 0.3               | 0.0                   | 100.0        | 86.7                | 12.1                    | 0.0                | 0.8                 | 0.0               | 0.4                   | 0.0        | 100.0        |
| Arts, entertainment and recreation  | 63.7                | 28.0                    | 0.0                | 0.6                 | 6.3               | 1.3                   | 100.0        | 60.7                | 31.1                    | 0.0                | 0.0                 | 8.1               | 0.0                   | 100.0        | 74.3                | 17.1                    | 0.0                | 2.9                 | 0.0               | 5.7                   | 0.0        | 100.0        |
| Other service activities  | 16.5                | 57.6                    | 1.2                | 3.5                 | 17.9              | 3.3                   | 100.0        | 16.4                | 57.6                    | 1.2                | 3.6                 | 17.9              | 3.3                   | 100.0        | 100.0               | 0.0                     | 0.0                | 0.0                 | 0.0               | 0.0                   | 0.0        | 100.0        |
| <b>Total</b>  | <b>34.3</b>         | <b>58.2</b>             | <b>1.0</b>         | <b>3.4</b>          | <b>2.5</b>        | <b>0.6</b>            | <b>100.0</b> | <b>34.4</b>         | <b>58.4</b>             | <b>1.0</b>         | <b>3.2</b>          | <b>2.5</b>        | <b>0.5</b>            | <b>100.0</b> | <b>33.5</b>         | <b>46.6</b>             | <b>2.0</b>         | <b>12.9</b>         | <b>3.0</b>        | <b>1.9</b>            | <b>0.0</b> | <b>100.0</b> |

Results in Table 7.4 shows that the largest proportion of job vacancies in Human health and social work activities require tertiary non university (75.0percent). Results also indicate that industries with relatively larger proportion of vacancies that require tertiary university education as a minimum qualification were: - electricity, gas, steam and air conditioning supply (75.4) arts, entertainment and recreation (63.7 percent), real estate activities (56.0 percent), financial and insurance activities (54.5 percent) as well as public administration and defence; compulsory social security (52.6 percent).

Furthermore, results also indicate that industries that required primary education as a minimum qualification to fill a job vacancy are; administrative and support service activities (22.2 percent), accommodation and food service activities (21.9 percent), and construction (20.7 percent).

## CHAPTER EIGHT

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

This chapter puts together key findings from the 2022/23 Employment and Earnings Survey, which are considered relevant for policy making, programme monitoring and reviews. It also points to the implications of these findings and recommendations in attaining desired development outcomes in the country. The findings, implications and recommendations cover the following areas; employment profile, monthly wage rate profile, cash earnings profile, annual wage bill profile, newly recruited workers and job vacancies.

#### 8.1 Employment Profile

##### a) Key Findings

- (i) The private sector is the main employer (66.7%) compared to public sector (33.3%);
- (ii) Out of 3,390,126 regular employees in the formal sector, there are 14,890 Persons With Disabilities (PWD) equivalent to 0.4 percent. Out of total PWD, 8,511 are males and 6,379 are females; Public sector has a slightly larger proportion of PWD (51.6 percent) compared to private sector with 48.4 percent;
- (iii) Proportion of employed females both public and private sector (37.3 percent) is nearly half that of males (62.7 percent); and
- (iv) Private sector is an important employer for youth in Tanzania, employing more than three quarters (75.5 percent) of the total youths aged 15 to 35 years compared to public sector with 24.5 percent.

##### b) Policy Implications of the Private Sector Being Main Employer

When the private sector is the main employer, it has several policy implications for Tanzania including the following: -

- (i) It is the engine of job creation, especially for the youths whose share of the total population is 34.5 percent and fuels economic growth, welfare and stability of the society; and

- (ii) Enforcement of labor market dynamics such as harnessing opportunities for emerging technologies, labour laws and social security is critical for ensuring inclusive growth and sustainable development.

### **Policy Recommendations**

- (i) Policies need to focus on creating a conducive environment for private sector growth, including reducing bureaucratic investment procedures, improving enabling infrastructure and support skills development and vocational training to match the private sector's needs; and
- (ii) The Government to consider developing a mechanism to support effective implementation of labour related laws and policies to protect workers' rights, and absorption of new technologies in production of goods and services to accelerate social and economic growth for sustainable development.

### **c) Policy Implications of Employed Persons With Disabilities**

Employment for Persons With Disabilities (PWDs) in the formal sector of employment implies the following: -

- (i) The formal sector employers implement labour related policies and laws in Tanzania that advocate for inclusivity to ensure none is left behind, albeit at low level; and
- (ii) People with Disability are employable as long as they possess the needed qualifications for available employment vacant posts.

### **Policy Recommendations**

- (i) The Government should formulate and implement incentives that encourage businesses to hire qualified PWDs and support self-employment and entrepreneurship among PWDs;
- (ii) Skills development for PWDs needs concerted efforts from Government and private sector to ensure availability of necessary resources such as specialized teachers, training aids and inclusive learning environments;

## 8.2 Monthly Wage Rate Profile

### a) Key Findings

- (i) Majority of URT regular citizen employees with permanent contracts (27.2 percent) earn monthly wages above TZS 700,000;
- (ii) Citizens employees in the private sector with temporary contracts who earned monthly wages less than TZS 140,000 constituted 10.1 percent;

### b) Policy Implications of High Proportion of Permanent Contract Employee Earning above TZS 700,000 per Month

A high proportion of permanent contract employees earning above TZS 700,000 per month has several implications including the following: -

- (i) Increased productivity among employees leading to profitable businesses;
- (ii) Increased purchasing power: Employees with higher earnings have more disposable income, which can stimulate the economy through increased consumption of goods and services; and
- (iii) Increased tax revenue: Higher incomes lead to increased income-tax revenues for the government, which are used to fund provision of public services and development of infrastructure.

### c) Policy Recommendations

- (i) The government to continue improving investment environment to sustain growth of productivity in business operations, especially in the private sector to boost employees' earnings;
- (ii) Enforcement of Public Private Partnership (PPP) policy strategies is the corner stone for investment expansion that will lead to increased employment, income and tax collection.

## ANNEXES

**Table A1.1: List of Participants Engaged in Implementation of the 2022/23 EES**

| S/N | Name                     | Title  | Institution |
|-----|--------------------------|--|-------------|
| 1.  | Dr. Ruth Minja           | Director for Population Census and Social Statistics | NBS         |
| 2.  | Fahima Mohammed Issa     | Director for Social Statistics                       | OCGS        |
| 3.  | Said Mohammed Said       | Head of Statistics Pemba                             | OCGS        |
| 4.  | James Mbongo             | Manager for Labour and Price Statistics              | NBS         |
| 5.  | Sabina Raphael Daima     | Head of Gender and Labour Statistics Division        | OCGS        |
| 6.  | Abdalla Khamis Abdalla   | Director for Administration and Planning             | OCGS        |
| 7.  | Paskas Sawaki            | Principal Statistician                               | NBS         |
| 8.  | Ms. Mary Aiwinia         | Principal Statistician                               | PMO-LYED    |
| 9.  | Mr. Godwin Mpelumbe      | Principal Statistician                               | PMO-LYED    |
| 10. | Mr. Hashim Njowele       | Senior Statistician                                  | NBS         |
| 11. | Mr. Saruni Njipay        | Senior Statistician                                  | NBS         |
| 12. | Arafa Talib Yassin       | Statistician   | OCGS        |
| 13. | Mhina Khamis Suleiman    | Principal Statistician                               | OCGS        |
| 14. | Rayyan Maalim Kassim     | Statistician   | OCGS        |
| 15. | Mr. David Mwaipopo       | Senior Statistician                                  | NBS         |
| 16. | Amina Mawazo Denge       | Senior Statistician                                  | OCGS        |
| 17. | Ibrahim Makame Nyange    | Statistician   | OCGS        |
| 18. | Mr. Philbert Mrema       | Senior Social Worker                                 | NBS         |
| 19. | Ms. Ndimbwelu Mwakibinga | Statistician   | NBS         |
| 20. | Mr. Abdillah Mkaikuta    | Statistician   | NBS         |
| 21. | Ms. Zuhura Mpanda        | Statistician   | NBS         |
| 22. | Ezekiel John             | Statistician   | NBS         |
| 23. | Mr. Benson Elias         | Statistician   | NBS         |
| 24. | Lucas Okutu              | Statistician   | NBS         |
| 25. | Hashim M. Uzia           | Head of ICT  | OCGS        |
| 26. | Rajabu Solo              | IT   | NBS         |



## A1.2: Survey Quality Measurements

### i. Introduction

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

### ii. Non sampling errors

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

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

Table A1.2.1 to A1.2.4 indicates various survey quality measures including CVs for the 2022/23 Employment and Earnings Survey. It is observed that, CV values are generally low, indicating that, the survey errors are consistent and that the measurements are relatively precise.

**Table A1.2.1: Survey Quality Measures of Total Average Monthly Earnings by Region, Tanzania, 2022/23 EES**

| REGION           | MEAN      | LINEARIZED STD. ERR. | DEFF   | DEFT   | CV      |
|------------------|-----------|----------------------|--------|--------|---------|
| Dodoma           | 617,526   | 17,286               | 1.5308 | 1.2373 | 2.7992  |
| Arusha           | 525,330   | 19,086               | 1.2173 | 1.1033 | 3.6331  |
| Kilimanjaro      | 587,660   | 23,731               | 2.8126 | 1.6771 | 4.0383  |
| Tanga            | 669,017   | 39,325               | 2.3317 | 1.5270 | 5.8780  |
| Morogoro         | 636,734   | 32,485               | 1.6252 | 1.2748 | 5.1019  |
| Pwani            | 690,881   | 25,925               | 1.8074 | 1.3444 | 3.7525  |
| DSM              | 569,559   | 13,045               | 3.2130 | 1.7925 | 2.2903  |
| Lindi            | 687,257   | 50,495               | 1.8879 | 1.3740 | 7.3473  |
| Mtwara           | 583,385   | 24,013               | 1.2076 | 1.0989 | 4.1162  |
| Ruvuma           | 641,743   | 24,344               | 2.1165 | 1.4548 | 3.7934  |
| Iringa           | 642,415   | 32,779               | 1.0280 | 1.0139 | 5.1025  |
| Mbeya            | 603,514   | 32,165               | 3.1995 | 1.7887 | 5.3296  |
| Singida          | 569,633   | 29,138               | 1.4873 | 1.2195 | 5.1152  |
| Tabora           | 692,630   | 31,101               | 0.9907 | 0.9953 | 4.4903  |
| Rukwa            | 532,979   | 28,120               | 0.7777 | 0.8819 | 5.2759  |
| Kigoma           | 606,860   | 19,698               | 1.2143 | 1.1019 | 3.2459  |
| Shinyanga        | 565,996   | 36,221               | 2.1135 | 1.4538 | 6.3995  |
| Kagera           | 696,917   | 41,762               | 1.3555 | 1.1642 | 5.9923  |
| Mwanza           | 517,143   | 25,433               | 2.2549 | 1.5016 | 4.9180  |
| Mara             | 598,335   | 40,743               | 1.9056 | 1.3804 | 6.8094  |
| Manyara          | 644,969   | 30,718               | 1.8345 | 1.3544 | 4.7627  |
| Njombe           | 1,021,690 | 118,022              | 2.3478 | 1.5323 | 11.5517 |
| Katavi           | 782,218   | 51,778               | 1.2153 | 1.1024 | 6.6193  |
| Simiyu           | 520,332   | 34,588               | 1.2289 | 1.1086 | 6.6472  |
| Geita            | 571,243   | 22,525               | 0.8393 | 0.9161 | 3.9431  |
| Songwe           | 554,742   | 45,757               | 1.6896 | 1.2999 | 8.2483  |
| Kaskazini Unguja | 1,586,967 | 171,743              | 0.1862 | 0.4316 | 10.8221 |
| Kusini Unguja    | 396,948   | 17,262               | 0.1860 | 0.4313 | 4.3486  |
| Mjini Magharibi  | 596,714   | 46,931               | 0.1858 | 0.4310 | 7.8650  |
| Kaskazini Pemba  | 544,258   | 116,221              | 0.1870 | 0.4325 | 21.3540 |
| Kusini Pemba     | 576,531   | 31,811               | 0.1865 | 0.4318 | 5.5176  |

**Table A1.2.2: Survey Quality Measures of Total Average Monthly Earnings by Sector, Tanzania, 2022/23 EES**

| SECTOR  | MEAN      | LINEARIZED STD. ERR. | DEFF   | DEFT   | CV     |
|---------|-----------|----------------------|--------|--------|--------|
| Private | 511,153   | 5,620                | 2.0524 | 1.4326 | 1.0994 |
| Public  | 1,221,924 | 17,456               | 0.9170 | 0.9576 | 1.4286 |

**Table A1.2.3: Survey Quality Measures of Total Average Monthly Earnings by Industry, Tanzania, 2022/23 EES**

| INDUSTRY                          | MEAN    | LINEARIZED STD. ERR. | DEFF   | DEFT   | CV     |
|-----------------------------------|---------|----------------------|--------|--------|--------|
| Agriculture, forestry and fishing | 573,338 | 30,063               | 1.8729 | 1.3686 | 5.2434 |
| Mining and quarrying              | 574,617 | 50,123               | 2.8380 | 1.6846 | 8.7229 |
| Manufacturing                     | 431,235 | 9,352                | 3.0417 | 1.7441 | 2.1686 |

| INDUSTRY   | MEAN      | LINEARIZED STD. ERR. | DEFF   | DEFT   | CV      |
|--|-----------|----------------------|--------|--------|---------|
| Electricity, gas, steam and air conditioning supply                  | 697,832   | 64,033               | 1.4261 | 1.1942 | 9.1760  |
| Water supply; sewerage, waste management and remediation activities  | 1,028,952 | 59,815               | 0.8177 | 0.9042 | 5.8132  |
| Construction   | 524,187   | 20,780               | 1.9695 | 1.4034 | 3.9643  |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 471,846   | 6,485                | 1.8692 | 1.3672 | 1.3745  |
| Division   |           |                      |        |        |         |
| Transportation and storage   | 702,159   | 59,569               | 2.7752 | 1.6659 | 8.4837  |
| Accommodation and food service activities                            | 445,519   | 7,015                | 1.0762 | 1.0374 | 1.5747  |
| Information and communication  | 641,673   | 41,722               | 1.8928 | 1.3758 | 6.5021  |
| Financial and insurance activities                                   | 1,068,550 | 60,768               | 2.4159 | 1.5543 | 5.6869  |
| Real estate activities   | 714,737   | 122,551              | 3.6607 | 1.9133 | 17.1464 |
| Professional, scientific and technical activities                    | 892,335   | 48,712               | 1.1440 | 1.0696 | 5.4590  |
| Administrative and support service activities                        | 574,997   | 23,394               | 0.3483 | 0.5902 | 4.0685  |
| Public administration and defence; compulsory social security        | 1,194,550 | 26,487               | 0.7347 | 0.8571 | 2.2174  |
| Education  | 920,988   | 31,233               | 2.1687 | 1.4727 | 3.3912  |
| Human health and social work activities                              | 530,498   | 13,493               | 1.0825 | 1.0405 | 2.5434  |
| Arts, entertainment and recreation                                   | 652,815   | 52,588               | 0.6093 | 0.7806 | 8.0556  |
| Other service activities   | 469,642   | 14,350               | 2.6404 | 1.6249 | 3.0555  |
| Agriculture, forestry and fishing                                    | 573,338   | 30,063               | 1.8729 | 1.3686 | 5.2434  |

**Table A1.2.4: Survey Quality Measures of Total Average Monthly Earnings by Class Size, Tanzania, 2022/23 EES**

| CLASS SIZE | MEAN    | LINEARIZED STD. ERR. | DEFF    | DEFT    | CV  |
|------------|---------|----------------------|---------|---------|-----|
| 1-9        | 557,925 | 7,663                | 1.75527 | 1.32486 | 1.4 |
| 10-49      | 629,782 | 12,797               | 2.61457 | 1.61696 | 2.0 |
| 50+        | 672,885 | 16,541               | 1.46174 | 1.20902 | 2.5 |

iii. Non sampling errors

Non-sampling errors refer to errors that arise in a survey or data collection process that are not related to the sampling procedure itself. These errors can occur at any stage of the survey process, including the design, data collection, or analysis phases,

and can affect the validity and reliability of survey results. Non-sampling errors are typically more difficult to quantify and control compared to sampling errors.

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

With regard to 2022/23 EES, various measures were implemented to minimize non-sampling Errors. The measures include careful design of the survey, including designing clear and unbiased questions in the questionnaire. After designing, the 2022/23 EES questionnaire was pre-tested to ensure questions were understandable and would fetch intended responses. Moreover, the 2022/23 EES sample was designed in such a way that it was representative of the entire population in order to reduce coverage and selection biases. Other strategies were intensive training of enumerators; pre-selection of sampled establishments; and regular quality control visits during field work to help identify and fix instances which could introduce non-sampling errors in the survey process.

**Table A7.1: Distribution of Job Vacancies by Occupation and Work Experiences; Tanzania, 2022/23 EES**

| Occupation                                 | URT             |               |               |                   |                | TZM            |               |              |                   |                | ZNZ          |              |            |           |              |
|--|-----------------|---------------|---------------|-------------------|----------------|----------------|---------------|--------------|-------------------|----------------|--------------|--------------|------------|-----------|--------------|
|  | Work experience |               |               |                   |                |                |               |              |                   |                | Total        | Total        | Total      | Total     |              |
|  | Not required    | 1 to 2 years  | 3 to 4 years  | 5 years and above | Total          | Not required   | 1 to 2 years  | 3 to 4 years | 5 years and above | Total          |              |              |            |           | Not required |
| Legislators, administrators and managers   | 2,807           | 617           | 506           | 269               | 4,199          | 2,749          | 601           | 470          | 259               | 4,079          | 58           | 16           | 36         | 10        | 120          |
| Professionals                              | 48,812          | 17,407        | 4,686         | 1,286             | 72,191         | 48,201         | 16,854        | 4,647        | 1,276             | 70,978         | 611          | 553          | 39         | 10        | 1,213        |
| Technicians and associate professionals    | 93,336          | 5,150         | 1,591         | 194               | 100,270        | 91,872         | 4,945         | 1,584        | 190               | 98,590         | 1,464        | 205          | 7          | 4         | 1,680        |
| Clerks                                     | 5,338           | 1,072         | 362           | 88                | 6,860          | 5,112          | 1,011         | 349          | 84                | 6,556          | 226          | 61           | 13         | 4         | 304          |
| Service workers and shop sales workers     | 7,099           | 2,282         | 1,955         | 41                | 11,377         | 6,827          | 2,222         | 1,944        | 40                | 11,033         | 272          | 60           | 11         | 1         | 344          |
| Skilled agricultural and fishery workers   | 2,203           | 110           | 45            | 2                 | 2,360          | 2,198          | 80            | 36           | 2                 | 2,316          | 5            | 30           | 9          | 0         | 44           |
| Craft and related workers                  | 1,322           | 728           | 93            | 0                 | 2,143          | 1,307          | 725           | 92           |                   | 2,124          | 15           | 3            | 1          | 0         | 19           |
| Plant and machine operators and assemblers | 1,144           | 757           | 307           | 15                | 2,223          | 1,116          | 734           | 301          | 15                | 2,166          | 28           | 23           | 6          | 0         | 57           |
| Elementary occupations                     | 3,812           | 1,797         | 560           | 2                 | 6,171          | 3,358          | 1,683         | 558          |                   | 5,599          | 454          | 114          | 2          | 2         | 572          |
| <b>Total</b>                               | <b>165,874</b>  | <b>29,920</b> | <b>10,105</b> | <b>1,895</b>      | <b>207,794</b> | <b>162,741</b> | <b>28,855</b> | <b>9,981</b> | <b>1,864</b>      | <b>203,441</b> | <b>3,133</b> | <b>1,065</b> | <b>124</b> | <b>31</b> | <b>4,353</b> |

**Table A72: Distribution Job Vacancies by Occupation and Sex Preference; Tanzania, 2022/23 EES**

| Occupation                                 | URT          |              |                |                | TZM          |              |                |                | ZNZ        |            |              |              |
|--|--------------|--------------|----------------|----------------|--------------|--------------|----------------|----------------|------------|------------|--------------|--------------|
|  | Male         | Female       | Any            | Total          | Male         | Female       | Any            | Total          | Male       | Female     | Any          | Total        |
| Legislators, administrators and managers   | 94           | 52           | 4,052          | 4,199          | 59           | 48           | 3,971          | 4,079          | 35         | 4          | 81           | 120          |
| Professionals                              | 1,127        | 1,110        | 69,954         | 72,191         | 1,041        | 1,014        | 68,923         | 70,978         | 86         | 96         | 1,031        | 1,213        |
| Technicians and associate professionals    | 3,446        | 1,704        | 95,119         | 100,270        | 3,101        | 1,614        | 93,874         | 98,590         | 345        | 90         | 1,245        | 1,680        |
| Clerks                                     | 357          | 930          | 5,574          | 6,860          | 237          | 863          | 5,457          | 6,556          | 120        | 67         | 117          | 304          |
| Service workers and shop sales workers     | 664          | 2,827        | 7,886          | 11,377         | 641          | 2,588        | 7,804          | 11,033         | 23         | 239        | 82           | 344          |
| Agricultural and fishery workers           | 62           | 0            | 2,299          | 2,360          | 57           | -            | 2,260          | 2,316          | 5          | 0          | 39           | 44           |
| Craft and related workers                  | 624          | 252          | 1,267          | 2,143          | 615          | 251          | 1,258          | 2,124          | 9          | 1          | 9            | 19           |
| Plant and machine operators and assemblers | 937          | 41           | 1,244          | 2,223          | 899          | 41           | 1,225          | 2,166          | 38         | 0          | 19           | 57           |
| Elementary occupations                     | 1,851        | 290          | 4,030          | 6,171          | 1,555        | 279          | 3,765          | 5,599          | 296        | 11         | 265          | 572          |
| <b>Total</b>                               | <b>9,162</b> | <b>7,208</b> | <b>191,424</b> | <b>207,794</b> | <b>8,205</b> | <b>6,700</b> | <b>188,536</b> | <b>203,441</b> | <b>957</b> | <b>508</b> | <b>2,888</b> | <b>4,353</b> |

**Table A7.3: Distribution of Job Vacancies by Industries and Reasons; Tanzania, 2022/23 EES**

| Industry   | URT            |               |                | TZM            |               |                | ZNZ          |              |              |
|--|----------------|---------------|----------------|----------------|---------------|----------------|--------------|--------------|--------------|
|  | Replacement    | New Position  | Total          | Replacement    | New Position  | Total          | Replacement  | New Position | Total        |
| Agriculture, forestry and fishing                                    | 2,901          | 937           | 3,839          | 2,890          | 892           | 3,783          | 11           | 45           | 56           |
| Mining and quarrying   | 167            | 297           | 464            | 155            | 297           | 452            | 12           | 0            | 12           |
| Manufacturing  | 3,226          | 1,717         | 4,943          | 3,225          | 1,705         | 4,930          | 1            | 12           | 13           |
| Electricity, gas, steam and air conditioning supply                  | 115            | 3             | 117            | 115            | 3             | 117            | 0            | 0            | 0            |
| Water supply; sewage, waste management and remediation activities    | 689            | 243           | 932            | 613            | 96            | 709            | 76           | 147          | 223          |
| Construction   | 1,638          | 719           | 2,357          | 1,637          | 698           | 2,335          | 1            | 21           | 22           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 2,259          | 700           | 2,959          | 2,249          | 676           | 2,925          | 10           | 24           | 34           |
| Transportation and storage   | 344            | 111           | 455            | 341            | 100           | 441            | 3            | 11           | 14           |
| Accommodation and food service activities                            | 2,381          | 2,988         | 5,369          | 2,295          | 2,894         | 5,189          | 86           | 94           | 180          |
| Information and communication  | 317            | 86            | 403            | 305            | 78            | 383            | 12           | 8            | 20           |
| Financial and insurance activities                                   | 429            | 281           | 710            | 420            | 269           | 689            | 9            | 12           | 21           |
| Real estate activities   | 83             | 50            | 133            | 79             | 50            | 129            | 4            | 0            | 4            |
| Professional, scientific and technical activities                    | 4,960          | 641           | 5,601          | 4,930          | 606           | 5,536          | 30           | 35           | 65           |
| Administrative and support service activities                        | 3,497          | 3,787         | 7,283          | 3,475          | 3,773         | 7,247          | 22           | 14           | 36           |
| Public administration and defence; compulsory social security        | 35,156         | 11,680        | 46,836         | 34,621         | 10,510        | 45,131         | 535          | 1,170        | 1,705        |
| Education  | 71,526         | 22,336        | 93,862         | 70,237         | 21,958        | 92,195         | 1,289        | 378          | 1,667        |
| Human Health and social work activities                              | 24,457         | 3,586         | 28,043         | 24,433         | 3,370         | 27,803         | 24           | 216          | 240          |
| Arts, entertainment and recreation                                   | 93             | 65            | 158            | 78             | 45            | 123            | 15           | 20           | 35           |
| Other service activities   | 2,400          | 931           | 3,331          | 2,395          | 930           | 3,325          | 5            | 1            | 6            |
| <b>Total</b>   | <b>156,637</b> | <b>51,157</b> | <b>207,794</b> | <b>154,492</b> | <b>48,949</b> | <b>203,441</b> | <b>2,145</b> | <b>2,208</b> | <b>4,353</b> |

# 2022/23 EES Questionnaire

**CONFIDENTIAL**



**United Republic of Tanzania  
2022/23 EMPLOYMENT AND EARNINGS SURVEY**

This information is collected under the Statistics Act No 9 of 2007  
**THIS INFORMATION IS STRICTLY CONFIDENTIAL AND IS TO BE USED FOR STATISTICAL PURPOSES ONLY.**

**SECTION A: IDENTIFICATION OF THE ESTABLISHMENT**

|  | CODES                    | 10: ADDRESS OF ESTABLISHMENT                                  |
|--|--------------------------|---|
| 1. REGION:.....  | <input type="text"/>     | 10.1: Post Office Box Number & Location (e.g 465 Njombe)..... |
| 2. DISTRICT.....   | <input type="text"/>     | 10.2: TELEPHONE/MOBILE PHONE.....                             |
| 3. WARD/SHEHIA.....  | <input type="text"/>     | 10.3: FAX.....  |
| 4. VILLAGE/STREET.....   | <input type="text"/>     | 10.4: EMAIL.....  |
| 5. NAME OF ESTABLISHMENT:.....                                       | <input type="text"/>     |   |
| 6. NAME OF MINISTRY/COMPANY:.....                                    | <input type="text"/>     |   |
| 7. NAME OF ENUMERATOR:.....  | <input type="text"/>     |   |
| 8. PHONE NO OF ENUMERATOR.....                                       | <input type="text"/>     |   |
| <b>9. STATUS OF ESTABLISHMENT:</b>                                   |                          |   |
| No Changes of the Establishment.....1                                | <input type="checkbox"/> |   |
| Establishment Change the Main Activity (Specify new Activity) .....2 | <input type="checkbox"/> |   |
| Establishment Sold/ Change name (Specify new name and address).....3 | <input type="checkbox"/> |   |
| Temporary closed of the Establishment.....4                          | } End of the interview   |   |
| Permanent closed of the Establishment .....5                         |                          |   |





**SECTION B: INFORMATION OF THE ESTABLISHMENT**

**1. Total number of Employees by Type of Contract, Age Group and Sex as of 30th June 2023.**

| Type of contract                                 | Age 15 - 35 |        |       | Age 36 and above |        |       |
|--|-------------|--------|-------|------------------|--------|-------|
|  | Male        | Female | Total | Male             | Female | Total |
| Permanent Contract                               |             |        |       |                  |        |       |
| Temporary Contract (Specific task or Fixed term) |             |        |       |                  |        |       |
| Casual workers                                   |             |        |       |                  |        |       |
| Total  |             |        |       |                  |        |       |

**2. Total Number of Employees Working in the Government Strategic Projects from July 2022 to June 2023**

|                  |  |
|------------------|--|
| Male Employees   |  |
| Female Employees |  |
| Total Employees  |  |

**3. Total Number of Employees With Disability by Type of Employment Contract, Age Group and Sex as of 30th June 2023**

| Type of Employment Contract                      | Age 15 - 35 |        |       | Age 36 and above |        |       |
|--|-------------|--------|-------|------------------|--------|-------|
|  | Male        | Female | Total | Male             | Female | Total |
| Permanent Employees                              |             |        |       |                  |        |       |
| Temporary Contract (Specific task or Fixed term) |             |        |       |                  |        |       |
| Casual workers                                   |             |        |       |                  |        |       |
| Total  |             |        |       |                  |        |       |

4. How many hours per day your employees usually work

**5. Size of establishment by number of employees**

- 1 - 4 Employees .....1
- 5 - 9 Employees .....2
- 10 - 49 Employees .....3
- 50+ Employees .....4

**6. Ownership**

- Central Government .....1
- Local Government .....2
- Parastatal Organisations .....3
- Partnership - Government with Private .....4
- Partnership - Private with Private .....5
- Private Citizen (Tanzanian) .....6
- Private Non Citizen .....7
- NGO's .....8
- Cooperative unions .....9
- International Organizations .....10
- Faith based Organisations .....11

**7: Economic Activity of the Establishment**

7.1: What is the **Main** economic activity of the establishment (**WRITE IN FULL**) ISIC Code

7.2: What is **Secondary** economic activity of the establishment (**WRITE IN FULL**) ISIC Code

| SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2023                   |  |                                       |                              |
|---|--|---------------------------------------|------------------------------|
| <b>C1: EMPLOYEES WITH PERMANENT CONTRACT</b>                            |  |                                       |                              |
| <b>(i) Tanzania Citizens Employees</b>                                  |  |                                       |                              |
| Sex   | Number of Employees with Permanent Contract as on 30th June 2023 | Gross Earnings as on June, 2023 (TZS) | Basic Salary as on June 2023 |
| Male  | 01   | 02                                    | 03                           |
| Female  | 04   | 05                                    | 06                           |
| Total   | 07   | 08                                    | 09                           |
| <b>(ii) Non Tanzanian's Citizens Employees</b>                          |  |                                       |                              |
| Sex   | Number of Employees with Permanent Contract as on 30th June 2023 | Gross Earnings as on June, 2023 (TZS) | Basic Salary as on June 2023 |
| Male  | 10   | 11                                    | 12                           |
| Female  | 13   | 14                                    | 15                           |
| Total   | 16   | 17                                    | 18                           |
| <b>C2: EMPLOYEES WITH TEMPORARY CONTRACT(Specific &amp; Fixed term)</b> |  |                                       |                              |
| <b>(i) Tanzanian's Citizen Employees</b>                                |  |                                       |                              |
| Sex   | Number of Employees with Permanent Contract as on 30th June 2023 | Gross Earnings as on June, 2023 (TZS) | Basic Salary as on June 2023 |
| Male  | 01   | 02                                    | 03                           |
| Female  | 04   | 05                                    | 06                           |
| Total   | 07   | 08                                    | 09                           |
| <b>(ii) Non Tanzanian's Citizens Employees</b>                          |  |                                       |                              |
| Sex   | Number of Employees with Permanent Contract as on 30th June 2023 | Gross Earnings as on June, 2023 (TZS) | Basic Salary as on June 2023 |
| Male  | 10   | 11                                    | 12                           |
| Female  | 13   | 14                                    | 15                           |
| Total   | 16   | 17                                    | 18                           |

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

**SECTION E: EMPLOYEES CATEGORY (CARDE)**
**i) Employees with Permanent Contract**

| Carde                                      | Tanzanian Citizens |  |           | Non-Tanzanian Citizens |  |           |
|--|--------------------|--|-----------|------------------------|--|-----------|
|  | Male               |  | Female    | Male                   |  | Female    |
| Legislators, administrators and managers   | 01                 |  | 10        | 19                     |  | 28        |
| Professionals                              | 02                 |  | 11        | 20                     |  | 29        |
| Technicians and Associate Professionals    | 03                 |  | 12        | 21                     |  | 30        |
| Clerks                                     | 04                 |  | 13        | 22                     |  | 31        |
| Service workers and shop sales workers     | 05                 |  | 14        | 23                     |  | 32        |
| Craft and related workers                  | 06                 |  | 15        | 24                     |  | 33        |
| Plant and Machine Operators and Assemblers | 07                 |  | 16        | 25                     |  | 34        |
| Elementary occupations                     | 08                 |  | 17        | 26                     |  | 35        |
| <b>Total</b>                               | <b>09</b>          |  | <b>18</b> | <b>27</b>              |  | <b>36</b> |

**NOTE:** Total number of employees should be the same as Section C(i)

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

| Carde                                      | Tanzanian Citizens |  |           | Non-Tanzanian Citizens |  |           |
|--|--------------------|--|-----------|------------------------|--|-----------|
|  | Male               |  | Female    | Male                   |  | Female    |
| Legislators, administrators and managers   | 37                 |  | 46        | 55                     |  | 64        |
| Professionals                              | 38                 |  | 47        | 56                     |  | 65        |
| Technicians and Associate Professionals    | 39                 |  | 48        | 57                     |  | 66        |
| Clerks                                     | 40                 |  | 49        | 58                     |  | 67        |
| Service workers and shop sales workers     | 41                 |  | 50        | 59                     |  | 68        |
| Craft and related workers                  | 42                 |  | 51        | 60                     |  | 69        |
| Plant and Machine Operators and Assemblers | 43                 |  | 52        | 61                     |  | 70        |
| Elementary occupations                     | 44                 |  | 53        | 62                     |  | 71        |
| <b>Total</b>                               | <b>45</b>          |  | <b>54</b> | <b>63</b>              |  | <b>72</b> |

**SECTION F: CASUAL WORKERS**

| Sex          | Number of Casual Workers Employed as on 30th June 2023 |     | Total Person - Days Worked During June, 2023 |  | Total Cash Earnings for the Month of June 2023 |  | Monthly Average Earnings for the Month of June, 2023 |  |
|--------------|--|-----|--|--|--|--|--|--|
|              | (a)  | (b) | (c)  |  | (d)  |  | (e) = (d)/(b)  |  |
| Male         | 01   |     | 02   |  | 03   |  | 04   |  |
| Female       | 05   |     | 06   |  | 07   |  | 08   |  |
| <b>Total</b> | <b>09</b>  |     | <b>10</b>                                    |  | <b>11</b>                                      |  | <b>12</b>  |  |

| SECTION G: OTHER BENEFITS PAID TO EMPLOYEES (July 2022 TO June 2023). |                                   |  |   |  |                   |  |
|---|-----------------------------------|--|---|--|-------------------|--|
| Type of Benefit   | Employees with Permanent Contract |  | Employees with Temporary Contract (Specific & Fixed term) |  | Casual Employees  |  |
|   | Amount Paid (TZS)                 |  | Amount Paid (TZS)   |  | Amount Paid (TZS) |  |
| (a) Food and refreshment allowance                                    | 01                                |  | 02  |  | 03                |  |
| (b) Paid Leave  | 04                                |  | 05  |  | 06                |  |
| (c) Housing allowance   | 07                                |  | 08  |  | 09                |  |
| (d) Transport allowance   | 10                                |  | 11  |  | 12                |  |
| (e) ZSSF, NSSF and PSSF   | 13                                |  | 14  |  | 15                |  |
| (f) Over time (O.T)   | 16                                |  | 17  |  | 18                |  |
| (g) Outfit allowance / Uniform allowance                              | 19                                |  | 20  |  | 21                |  |
| (h) Responsibility allowance  | 22                                |  | 23  |  | 24                |  |
| (i) Risk allowance  | 25                                |  | 26  |  | 27                |  |
| (j) Medical allowance   | 28                                |  | 29  |  | 30                |  |
| (k) Telephone allowance   | 31                                |  | 32  |  | 33                |  |
| (l) Electricity allowance   | 34                                |  | 35  |  | 36                |  |
| (m) Others(specify).....  | 37                                |  | 38  |  | 39                |  |

| SECTION H: OCCUPATIONAL INJURY AND DISEASES   |                                   |        |                      |        |   |        |                      |        |                  |        |
|---|-----------------------------------|--------|----------------------|--------|---|--------|----------------------|--------|------------------|--------|
| (i) Occupational Injuries and Diseases (fatal and non-fatal) at Work Place (July 2022 to June 2023) |                                   |        |                      |        |   |        |                      |        |                  |        |
| Occupational Injury Indicator   | Employees with Permanent Contract |        |                      |        | Employees with Temporary Contract (Specific & Fixed term) |        |                      |        | Casual employee  |        |
|   | Tanzania Citizen                  |        | Non Tanzania Citizen |        | Tanzania Citizen  |        | Non Tanzania Citizen |        | Tanzania Citizen |        |
|   | Male                              | Female | Male                 | Female | Male  | Female | Male                 | Female | Male             | Female |
| (a) Number of fatal occupational injuries   |                                   |        |                      |        |   |        |                      |        |                  |        |
| (b) Number of non-fatal occupational injuries   |                                   |        |                      |        |   |        |                      |        |                  |        |
| (c) Number of fatal occupational diseases   |                                   |        |                      |        |   |        |                      |        |                  |        |
| (d) Number of non-fatal occupational diseases   |                                   |        |                      |        |   |        |                      |        |                  |        |
| (e) Number of occupational injuries/diseases who received compensation                              |                                   |        |                      |        |   |        |                      |        |                  |        |

**SECTION I: NUMBER OF NEWLY RECRUITED EMPLOYEES FROM 1st JULY, 2022 to 30th JUNE, 2023**

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

| SECTION J: CURRENT JOB VACANCIES (AS OF 30th June 2023)  |              |                                  |   |   |                            |  |  |  |
|--|--------------|----------------------------------|---|---|----------------------------|--|--|--|
| 1. Type of Occupation Available as of 30th June, 2023<br><br>(WRITE IN FULL)<br><br>Example: Accountant; Secondary school teacher) | (TASCO CODE) | 2. Number of vacancies available | 3. Required level of education<br>Doctor of Philosophy (PhD).....1<br>Master Degree.....2<br>First Degree/Advanced Diploma.....3<br>Ordinary Diploma.....4<br>Certificate.....5<br>Vocational Training.....6<br>Secondary Education.....7<br>Primary Education.....8<br>No education Required.....9 | 4. Required Field of Study<br><br>(WRITE IN FULL)<br><br>Example: Statistics; Secondary School teacher, Accountant. | (SUBJECT OF TRAINING CODE) | 5. Reasons for Existing Post/Vacancies<br>Lack of Local Professionals.....1<br>Lack of Employment Permit.....2<br>Financial Constraint.....3<br>New position due to migration/retirement/death/resign or terminated.....4<br>Other (Specify).....6 | 6. Required work experience<br>Not required.....1<br>1 to 2 years.....2<br>3 to 4 years.....3<br>5 years and above.....4 | 5. Sex Preference<br>Male.....1<br>Female.....2<br>Any.....3 |
| 1  |              |                                  |   |   |                            |  |  |  |
| 2  |              |                                  |   |   |                            |  |  |  |
| 3  |              |                                  |   |   |                            |  |  |  |
| 4  |              |                                  |   |   |                            |  |  |  |
| 5  |              |                                  |   |   |                            |  |  |  |
| 6  |              |                                  |   |   |                            |  |  |  |
| 7  |              |                                  |   |   |                            |  |  |  |
| 8  |              |                                  |   |   |                            |  |  |  |
| 9  |              |                                  |   |   |                            |  |  |  |
| 10   |              |                                  |   |   |                            |  |  |  |

| K: FUTURE JOB VACANCIES IN THE NEXT THREE YEARS   |            |                        |         |         |  |  |
|---|------------|------------------------|---------|---------|--|--|
| 1. Occupation Title<br>(WRITE IN FULL)<br>Example: Accountant; Secondary School Teacher | TASCO CODE | 2. Number of Vacancies |         |         |  |  |
|   |            | 2023/24                | 2024/25 | 2025/26 |  |  |
| 01  |            |                        |         |         |  |  |
| 02  |            |                        |         |         |  |  |
| 03  |            |                        |         |         |  |  |
| 04  |            |                        |         |         |  |  |
| 05  |            |                        |         |         |  |  |
| 06  |            |                        |         |         |  |  |
| 07  |            |                        |         |         |  |  |
| 08  |            |                        |         |         |  |  |
| 09  |            |                        |         |         |  |  |
| 10  |            |                        |         |         |  |  |

**SECTION L: NUMBER OF EMPLOYEES DROPPED OUT FROM THE ESTABLISHMENT FROM JULY 2022 TO JUNE 2023**

**1. Number of Employees Dropped out from the Establishment by Sex and Reasons for leaving the Establishment.**

| Reasons for Leave the Establishment |    | Male |    | Female |
|-------------------------------------|----|------|----|--------|
| (a) Retired Employees               | 01 |      | 08 |        |
| (b) Terminated                      | 02 |      | 09 |        |
| (c) Resigned                        | 03 |      | 10 |        |
| (d) Death                           | 04 |      | 11 |        |
| (e) Transfer                        | 05 |      | 12 |        |
| (f) End of Contract                 | 06 |      | 13 |        |
| (g) Other (Specify)                 | 07 |      | 14 |        |

