



EMPLOYMENT AND EARNINGS SURVEY 2009/10

ANALYTICAL REPORT

November, 2011

FOREWORD

The 2009/10 Annual Employment and Earnings Survey report is a series of the publications of its kind produced by the Office of Chief Government Statistician. This report provides the basis of information on employment and earnings which cover all Government Ministries, Parastatals, and Private institutions engaging five or more employees. The survey excludes private establishments of employment size less than five, servants in private households, non-salaried working proprietors, and non-salaried family workers.

The objective of the survey is to obtain information on employment and earnings that will be used in estimating labour market indicators. The information can also be used in planning, estimating the contribution of Gross Domestic Product (GDP) and in policy formulation.

This report is the product of the efforts made by staff from Labour Statistics Unit under the Social Statistics Section and IT unit of the Statistics Service Section. Special thanks should go to those institutions which provided the required information as well as to all stakeholders who contributed in making this report a success.

The Office of Chief Government Statistician invites constructive comments and contributions for further improvement of this report. Comments should be directed to The Chief Government Statistician, Office of Chief Government Statistician, P.O. Box 2321, Zanzibar, zanstat@zanlink.com or labour@ocgs.go.tz

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EXECUTIVE SUMMARY

Employment and Earnings Survey is an annual conducted by the Office of Chief Government Statistician, Labour Statistics Unit under Social Statistics Section. The main objective of the survey is to provide information on employment and earnings which could be used for planning, policy formulation, and in decision-making processes. The survey collects information on employees, such as total number of employees by sex, citizenship, status of employment, earnings, salaries by ranges and by sex, allowances and other benefit paid to employees.

This report illustrates the methods and findings of the survey. It consists of five chapters, namely; Methodology, Employment, Cash Earnings, Wage and Wage bill which collectively illustrate the whole representation of the survey. Lastly the questionnaire used was attached for reference

KEY FINDINGS

Total employment was 48,701 out of whom 28,710 (59 percent) were males and 19,991 (41percent) were females. Out of total employment, 64.5 percent were engaged in Government sector. More than a quarter (27.0 percent, 13,148 employees) in Private sector, and 4,120 (9 percent) in Parastatals.

Classification by status of employment suggests that 82.5 percent (40,198 employees) were regular. Contractual and casual employees comprised 11.1 percent (5,392 employees) and 6.9 percent (3,111 employees). Non citizen employees account for only one percent of total employment.

Employment by industry shows that more than a quarter (27.2 percent) of employees were engaged in Education sector and more than one-fifth (23.6 percent) were in Public administration. The industry with the least number of employees was Fishing, Mining and Quarrying and Financial Intermediation which has less than one percent of total employment.

The total average monthly salary of employees was TAS 178,461 per month. The average monthly salary of Parastatal employees is TAS 293,972 the Government employees average salary is 152,693 while for private is 203,868. Gender disparities in employment suggest the presence of more male employees in all sectors, except in health and education and generally males earn more than females.

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Abbreviations

EES	Employment and Earnings Survey
GDP	Gross Domestic Product
ISIC	International Standard of Industrial Classification
NSSF	National Social Security Fund
OCGS	Office of Chief Government Statistician
PPF	Parastatal Pension Fund
TAS	Tanzania Shillings
UN	United Nations
ZSSF	Zanzibar Social Security Fund

CHAPTER ONE: METHODOLOGY

1.1 Introduction

Employment and Earnings Survey (EES) is an annual survey conducted by the Office of Chief Government Statistician (OCGS) through its Labour Statistics Unit. Data collection covers all public and parastatal establishments as well as all registered private establishments which engaged five or more employees. The survey excludes private establishments of employment size less than five, servants in private households, non-salaried working proprietors, and non-salaried family workers.

1.2 Objective of the Survey

The main objective of EES is to obtain comprehensive data on the annual status of Employment and Earnings as well as data on the socio-economic characteristics of the Labour Market.

1.3 Concepts and Definitions

(i) The Scope

The term scope as far as EES is concerned refers to the description of the types of establishments and geographical areas covered by the survey, in accordance with the International Standard Industrial Classification (ISIC) Version 3 of the standard definitions and classification.

(ii) Employee/Worker

The term Employee/Worker refers to all Wage Earners and Salaried workers whether engaged full-time, part-time or casually as on the last full working day.

(iii) Regular Employee

The terms Regular Employee refers to all regular and temporary employees who have been employed on a weekly or monthly basis for more than Casual Workers one month.

(iv) Casual Workers

The term Casual Workers refers to all persons receiving daily payments for work done and other employees who did not work for the full month.

(v) **Wage Rate**

The term **Wage Rate** refers to the basic agreed rate pay paid for normal time of work and relates to a time-unit such as hour, day, week, or month.

(vi) **Cash Earnings**

The terms **Cash Earnings** refers to the remuneration in cash paid to employees, for time worked or work done before any deductions are made, such as employers' contribution to social security fund or pension. It 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 employer.

(vii) **Annual Wage-Bill**

The term **Annual Wage-Bill** refers to gross cash remuneration accrued as earnings of employee and actual cost of free ration paid by employers in respect of their employees. The costs represent workers claim for furnishing labour for the production of goods or services on behalf of the employer. The wage bill does not include such benefits as pensions and passages

1.4 Types of Benefits involved in the Survey

Employers were required to supply information on the number of employees who receive the respective benefits and the amount of cash paid as a net cost to employer for those benefits. The following are the various types of benefits incorporated in the questionnaire.

(i) **Free Ration**

The term Free Ration refers to the employer's meal facilities supplied to employee free of charge or the amount of cash the employer pays to employee as meal allowances.

(ii) **Housing Allowance**

The term **Housing Allowance** refers to the employer's housing facilities furnished and gives to employee free of charge or the amount of cash the employer pays to employees for accommodation.

(iii) Paid Leave

The term paid leave allowance refers to the total number of person-days and total value concerning different categories of normal leave that the employee grants to his/her employee at his/her expense.

(iv) Social Security Fund

The term Social Security Fund refers to the contributions by the employee to the Zanzibar Social Security Fund (ZSSF), National Social Security Fund (NSSF), Parastatal Pension Fund (PPF) and other social security schemes of this nature organized by the establishment for the benefit of employees.

1.5 Sector Classification

For purpose of EES, the Labour economy is divided into the following three principal sectors:-

- a) Public
- b) Parastatals, and
- c) Private

1.6 Industrial Classification

The Standard Industrial Classification is based on the United Nations (U.N) International Standard Industrial Classification of all Economic Activities (ISIC) Revision 3 modified to suit circumstances pertaining to Tanzania. The establishment engaged in several activities was classified under industrial activity in which the workers were employed. The Government technical services were allocated as far as possible to the industry of the employing department. The major industrial divisions according to ISIC Revision 3 are:-

i. Agriculture, Hunting and Forestry

The term Agriculture includes all establishments engaged primary in crop husbandry, livestock, forestry including estates engaged in both growing and processing crops such as sisal or sugar. Agricultural, forestry and game propagation services (not veterinary services that are included in community) provided by public services are also included in this industry.

ii. Fishing

The term fishing includes ocean and coastal fishing, fishing in land water, fish hatcheries cultivated beds and fishery service activities.

iii. Mining and Quarrying

The term Mining and Quarrying includes all establishment engaged in mining, alluvial digging and quarrying.

iv. Manufacturing

The term **Manufacturing** includes all establishments engaged in the production, making, assembling or repair of any article or thing but excluding agricultural processing activities undertaken on estates. Thus coffee growing and pulping, wattle growing up to the extraction of barks, sugar cane growing and pulping, wattle growing up to the extraction of barks, sugar cane growing with the processing of jiggery by simple methods, tea growing up to the harvest and drying of leaves, sisal growing with the decortications of leaves is excluded, but further processing of these products are included.

v. Electricity, Gas and Water Supply

These include production, collection and distribution of electricity, manufacture of gas, distribution of water and water engineering services.

vi. Construction

The term Construction includes all establishment engaged in construction, repair and maintenance of roads, building and other works. This includes demolition or wrecking of buildings and other structures, clearing of building site and sale of materials from demolished structure. Other activities include blasting, test drilling, landfill leveling, earth-moving, excavating land drainage and other land preparation. Also includes tunneling, overburden removal and other development and preparation of mineral properties and sites, except oil and gas site.

vii. Wholesale and Retail Trade

This includes all establishments engaged in the wholesale and retail trade activities, repair of motor vehicles, motorcycles and personal household goods.

viii. Hotels and Restaurants

This covers all hotels, camping sites and other provision of short-term stay accommodation and restaurants, bars and canteens.

ix. Transport and Communications

The term Transport and Communication include all establishments engaged in street vendoring, clearing and forwarding, and air transport as well as storing and warehousing allied to transport.

x. Finance Intermediation

The term Finance includes all establishments engaged in banking, insurance, bureau de change, insurance and pension funding, and activities auxiliary to financial intermediation.

xi Real States, Renting and Business Activities

This includes real estate activities with own or leased property, fee or contract basis, renting of transport equipment, resting of personal and household goods, hardware and software consultancy, data processing and data base activities, maintenance and repair of office, accounting and computing machinery, researchers and other business activities.

xi. Public Administration

This includes administration of the state and economic and social policy of the community, provision of services to the community as whole and compulsory social security activities.

xii. Education

This includes public as well as private education of all types, provided by institutions as well as by private teachers, as a full time education or a part time on intensive basis.

xiii. Health and Social Work

The term Health and social work includes human health activities, veterinary activities and social work with and without accommodation.

xiv. Other community, social and personal service activities

This includes sewage and refuse disposal, sanitation and similar activities

CHAPTER TWO: EMPLOYMENT

2.0 Introduction

This chapter presents findings on total employment of Zanzibar. The analysis is based on Government, Government Parastatals and Private sector and segregate by industry according to ISIC Revision 3. The chapter also discusses total number of employees by employment status and citizenship.

The result shows that, a total of 48,701 employees were employed in all sectors. All sectors employ more males than females. In Government sector, the difference between male and female is very low (6 percent) while in parastatals the difference between males and females be 42 percent and private is 38 percent.

Table2.1: Percentage of Total Employment by Sector and Sex

Sector	Sex		
	Male	Female	Total
Government	53.1	46.9	100.0
Government Parastatals	71.4	28.6	100.0
Private	69.1	30.9	100.0
Total Average	59.0	41.0	100.0
Total	28,710	19,991	48,701

Table 2.2 and Figure 2.1 show the distribution of employees by sector. The results revealed 64.5 percent (31,433 employees) were engaged in government sector, 8.5 percent (4120 employees) were in Government Parastatals and 27 percent (13,148 employees) were in Private sectors. More males were employed in all sectors. In general 59.0 percent males were engaged compared to their counterpart females (41.0 percent).

Table 2.2: Percentage of Total Employment by Sector and Sex

Sector	Sex		
	Male	Female	Total
Government	34.3	30.3	64.5
Government Parastatals	6.0	2.4	8.5
Private	18.7	8.3	27.0
Total	59.0	41.0	100.0

The distribution composition of employees by sex (Fig. 1) proved an excess of males compared to females in all sectors. In government sector the disparity is slightly. The difference is higher in Private sector compared to other sectors.

Figure 2.1: Distribution of Employees by Sector and Sex

Table 2.3 presents composition of the total employment by sector, employment status and sex. The data shows that, 82.5 percent (40,198 employees) were regular employees, 11.1 percent (5392 employees) were employed in contract basis and 6.4 percent (3,111 employees) were casual workers (Chart 2.0). The results reveal that, more males engaged in all status compared to females. Out of 82.5 percent of regular employees, 34.7 percent were females, contract, 3.9 percent were females out of 11.1 percent and for casual only 2.5 percent were females out of 6.4 percent. Private sector seems to engage a lot of employees in contract and casual terms compared to other sector.

Table2.3: Percentage of total Employment by Sector, Employment Status and Sex.

Sector	Regular			Contract			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	33.1	29.4	62.5	0.7	0.3	1.0	0.5	0.6	1.1	34.3	30.3	64.5
Government												
Parastatals	5.3	1.6	6.9	0.2	0.1	0.2	0.5	0.8	1.3	6.0	2.4	8.5
Private	9.5	3.7	13.2	6.2	3.6	9.8	2.9	1.1	4.0	18.7	8.3	27.0
Total	47.9	34.7	82.5	7.1	3.9	11.1	3.9	2.5	6.4	59.0	41.0	100.0

Figure 2.0: Percentage Distribution of Employment by Employment Status

Gender differentials suggest that (Table 2.4), females are more likely to be engaged in education, health & social work and Agriculture, Hunting and Forestry compared to males. The remaining industries employ more males than females. The proportion of females in education is 39.2 percent compared to 18.8 percent of their male counterparts. The same situation observed in health and social work, female is 8.1percent compared to 4.5 percent males; proportion of female in Other community and Social personal Activity is 4.6 compared to 3.0 percent males. Likewise, proportion of females in Agriculture, hunting, forestry is 7.6 percent as compared to 7.3 percent male counterpart.

Table2.4: Percentage Distribution of Employee by Industry and Sex

Industry	Sex		
	Male	Female	Total
Agriculture, Hunting and Forestry	7.3	7.6	7.4
Fishing	0.0	0.0	0.0
Mining and Quarrying	0.5	0.2	0.3
Manufacturing	3.7	2.2	3.1
Electricity, Gas and Water Supply	3.6	0.7	2.4
Construction	5.7	1.1	3.9
Wholesale and Retail Trade	2.7	1.2	2.1
Hotels and Restaurants	15.2	9.9	13.0
Transport, Storage and Communication	6.4	3.6	5.2
Financing and Intermediation	1.0	0.8	0.9
Real Estate, Renting and Business Activity	1.2	0.8	1.1
Public Administration and Defence, Compulsory Social Security	26.2	20.0	23.6
Education	18.8	39.2	27.2
Health and Social Work	4.5	8.1	6.0
Other community and Social Personal Activity	3.0	4.6	3.7
Total	100.0	100.0	100.0

Table 2.5 shows the distribution of employment by Industry, Employment Status and Sex. The result shows that there are more regular employees compared to contract and casual employees. In regular, out of 82.5 percent many of employees were engaged in Public administration and defence compulsory social security (22.4 percent) and education (25.5 percent).

Employees employed by contract basis; most of them were engaged in Hotel and restaurant (5.7 percent out of 11.1 percent) while for casual most of them were engaged in manufacturing (1.6 percent out of 6.4 percent).

On average, as observed in regular employees, many employees were engaged in Education (27.2 percent) and Public administration and defence compulsory social security (23.6 percent).

Table2.5: Percentage Distribution of Employment by Industry, Employment status and Sex

Industry	Regular			Contract			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Hunting and Forestry	3.6	1.9	5.5	0.4	1.2	1.6	0.2	0.0	0.3	4.3	3.1	7.4
Fishing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mining and Quarrying	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.2	0.3	0.1	0.3
Manufacturing	1.0	0.4	1.4	0.1	0.0	0.1	1.1	0.5	1.6	2.2	0.9	3.1
Electricity, Gas and Water	2.1	0.3	2.4	0.0	0.0	0.0	0.0	0.0	0.0	2.1	0.3	2.4
Construction	2.4	0.3	2.7	0.5	0.0	0.5	0.6	0.1	0.7	3.4	0.5	3.9
Wholesale and Retail Trade	1.2	0.5	1.7	0.2	0.0	0.2	0.2	0.0	0.2	1.6	0.5	2.1
Hotels and Restaurants	4.6	1.8	6.4	3.8	1.9	5.7	0.6	0.3	0.9	9.0	4.0	13.0
Transport, Storage and Communication	3.0	0.7	3.7	0.4	0.0	0.4	0.3	0.8	1.1	3.7	1.5	5.2
Financing and Intermediation	0.5	0.3	0.8	0.1	0.0	0.2	0.0	0.0	0.0	0.6	0.3	0.9
Real Estate, Renting and Business Activity	0.6	0.3	1.0	0.1	0.0	0.1	0.0	0.0	0.0	0.7	0.3	1.1
Public Administration and Defence, Compulsory Social Security	14.3	8.1	22.4	1.1	0.1	1.2	0.1	0.0	0.1	15.4	8.2	23.6
Education	10.2	15.2	25.5	0.4	0.4	0.8	0.5	0.5	0.9	11.1	16.1	27.2
Health and Social Work	2.5	3.2	5.6	0.1	0.1	0.2	0.1	0.1	0.2	2.7	3.3	6.0
Other community and Social personal Activity	1.7	1.7	3.5	0.0	0.0	0.0	0.0	0.2	0.2	1.8	1.9	3.7
Total	47.9	34.7	82.5	7.1	3.9	11.1	3.9	2.5	6.4	59.0	41.0	100.0

Table 2.6 shows the distribution of employment by sectors and Industry. Out of 64.5percent of Government employees, 22.1 and 24.1 percent were engaged in Public administration and defence compulsory social security and education respectively. By Government parastatals, 3.1 percent were engaged in transport, storage and communication out of 8.5 percent while in private sector, 12.8 percent out of 27 percent were engaged in Hotels and restaurants

The industries with minimum number of employees were Fishing, Mining and Quarrying and Financial Intermediation Services, by which each of them engaged less than one percent of the total employees.

Table2.6: Percentage Distribution of Employment by Industry, Sector and Sex

Industry	Government			Government Parastatals			Private			All Sectors		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Hunting and Forestry	3.5	1.9	5.4	0.0	0.0	0.0	0.8	1.2	2.0	4.3	3.1	7.4
Fishing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mining and Quarrying	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.2	0.3	0.1	0.3
Manufacturing	0.1	0.1	0.3	0.1	0.0	0.1	2.0	0.7	2.7	2.2	0.9	3.1
Electricity, Gas and Water	0.0	0.0	0.0	2.1	0.3	2.4	0.0	0.0	0.0	2.1	0.3	2.4
Construction	2.1	0.3	2.4	0.0	0.0	0.0	1.3	0.2	1.5	3.4	0.5	3.9
Wholesale and retail Trade	0.1	0.0	0.1	0.6	0.1	0.7	1.0	0.3	1.3	1.6	0.5	2.1
Hotels and Restaurants	0.1	0.1	0.3	0.0	0.0	0.0	8.9	3.9	12.8	9.0	4.0	13.0
Transport, Storage and Communication	0.0	0.0	0.0	1.9	1.2	3.1	1.9	0.3	2.2	3.7	1.5	5.2
Financing and Intermediation	0.0	0.0	0.0	0.5	0.3	0.7	0.1	0.1	0.2	0.6	0.3	0.9
Real Estate, Renting and Business Activity	0.7	0.3	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.3	1.1
Public Administration and Defence, Compulsory Social Security	14.3	7.8	22.1	0.5	0.3	0.9	0.6	0.1	0.7	15.4	8.2	23.6
Education	9.3	14.9	24.1	0.3	0.2	0.5	1.5	1.1	2.5	11.1	16.1	27.2
Health and Social Work	2.4	3.0	5.4	0.0	0.0	0.0	0.3	0.3	0.6	2.7	3.3	6.0
Other community and Social personal Activity	1.6	1.8	3.4	0.0	0.0	0.1	0.1	0.1	0.2	1.8	1.9	3.7
Total	34.3	30.3	64.5	6.0	2.4	8.5	18.7	8.3	27.0	59.0	41.0	100.0

Tables 2.7 show the composition of employees by sector, citizenship and sex.

Non citizen employees refer as Non Tanzanian employees. The data shows that non citizen employees were very few (one percent only) and all of them were engaged in Private sector.

There are more male (0.7 percent or 357 employees) compared to females (0.3 percent or 140 employees). Citizen employees account for 99 percent where male are 58.2 percent (28,353 employees) while females are 40.8 percent (19,851 employees).

Table2.7: Number of Employment by Sector, Citizenship and Sex

Sector	Citizenship								
	Citizen employees			Non-citizen employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	34.2	30.3	64.5	0.0	0.0	0.0	34.3	30.3	64.5
Government Parastatals	6.0	2.4	8.4	0.0	0.0	0.0	6.0	2.4	8.5
Private	18.0	8.1	26.0	0.7	0.3	1.0	18.7	8.3	27.0
Total	58.2	40.8	99.0	0.7	0.3	1.0	59.0	41.0	100.0

The foremost industry in engaging non citizens is Hotels and Restaurants; more than half (68.6 percent) of all non citizens were employed in this industry. Other industries employing non-citizens is education with 15.1 percent of the total non citizen as shown in Table 2.8.

Table 2.8: Number of Employment by Industry, Citizenship and Sex

Industry	Citizen Employees			Non-citizen Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Hunting and Forestry	7.3	7.7	7.5	1.4	0.7	1.2	7.3	7.6	7.4
Fishing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mining and Quarrying	0.5	0.2	0.4	0.0	0.0	0.0	0.5	0.2	0.3
Manufacturing	3.6	2.2	3.0	14.6	1.4	10.9	3.7	2.2	3.1
Electricity, Gas and Water	3.7	0.7	2.4	0.0	0.0	0.0	3.6	0.7	2.4
Construction	5.8	1.1	3.9	2.5	0.7	2.0	5.7	1.1	3.9
Wholesale and retail Trade	2.7	1.2	2.1	5.3	1.4	4.2	2.7	1.2	2.1
Hotels and Restaurants	14.7	9.4	12.5	56.6	68.6	60.0	15.2	9.9	13.0
Transport, Storage and Communication	6.4	3.6	5.3	0.8	0.7	0.8	6.4	3.6	5.2
Financing and Intermediation	1.0	0.8	0.9	1.1	0.0	0.8	1.0	0.8	0.9
Real Estate, Renting and Business Activity	1.3	0.8	1.1	0.0	0.0	0.0	1.2	0.8	1.1
Public Administration and Defence, Compulsory Social Security	26.5	20.1	23.9	1.1	0.0	0.8	26.2	20.0	23.6
Education	18.9	39.3	27.3	13.2	20.0	15.1	18.8	39.2	27.2
Health and Social Work	4.5	8.1	6.0	3.4	6.4	4.2	4.5	8.1	6.0
Other community and Social personal Activity	3.1	4.6	3.7	0.0	0.0	0.0	3.0	4.6	3.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Annex: Chapter Two

Table2.1:2: Total Employment by Sector and Sex

Sector	Sex		
	Male	Female	Total
Government	16,685	14,748	31,433
Government Parastatals	2,942	1,178	4,120
Private	9,083	4,065	13,148
Total	28,710	19,991	48,701

Table2.2:2: Total Employment by Sector, Employment Status and Sex.

Sector	Regular			Contract			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	16,104	14,330	30,434	352	125	477	229	293	522	16,685	14,748	31,433
Government Parastatals	2,593	757	3,350	93	27	120	256	394	650	2,942	1,178	4,120
Private	4,626	1,788	6,414	3,030	1,765	4,795	1,427	512	1,939	9,083	4,065	13,148
Total	23,323	16,875	40,198	3,475	1,917	5,392	1,912	1,199	3,111	28,710	19,991	48,701

Table2.3:2: Total Employee by Industry and Sex.

Industry	Sex		
	Male	Female	Total
Agriculture, Hunting, Forestry	2,088	1,526	3,614
Fishing	12	4	16
Mining and Quarrying	135	35	170
Manufacturing	1,061	433	1,494
Electricity, Gas and Water	1,037	139	1,176
Construction	1,648	229	1,877
Wholesale and retail Trade	789	233	1,022
Hotels and Restaurants	4,371	1,970	6,341
Transport, Storage and Communication	1,826	720	2,546
Financing and Intermediation	297	160	457
Real Estate, Renting and Business Activity	356	167	523
Public Administration and Defence, Compulsory Social Security	7,521	3,990	11,511
Education	5,393	7,838	13,231
Health and Social Work	1,301	1,624	2,925
Other community and Social personal Activity	875	923	1,798
Total	28,710	19,991	48,701

Table2.4:2: Distribution of Employment by Industry, Employment Status and Sex

Industry	Regular			Contract			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Hunting, Forestry	1,756	936	2,692	214	585	799	118	5	123	2,088	1,568	4,012
Fishing	0	0	0	1	0	1	11	4	15	12	-	-
Mining and Quarrying	73	0	73	0	0	0	62	35	97	135	22	272
Manufacturing	480	185	665	43	7	50	538	241	779	1,061	284	1,223
Electricity, Gas and Water	1,027	139	1,166	10	0	10	0	0	0	1,037	104	1,235
Construction	1,150	162	1,312	223	22	245	275	45	320	1,648	271	2,247
Wholesale and retail Trade	590	225	815	103	8	111	96	0	96	789	176	965
Hotels and Restaurants	2,234	898	3,132	1,843	940	2,783	294	132	426	4,371	2,039	6,089
Transport, Storage and Communication	1,470	322	1,792	187	10	197	169	388	557	1,826	502	2,804
Financing and Intermediation	237	135	372	56	22	78	4	3	7	297	134	372
Real Estate, Renting and Business Activity	314	150	464	42	17	59	0	0	0	356	180	538
Public Administration and Defence, Compulsory Social Security	6,965	3,926	10,891	517	56	573	39	8	47	7,521	3,216	9,605
Education	4,984	7,411	12,395	177	203	380	232	224	456	5,393	7,196	12,541
Health and Social Work	1,199	1,542	2,741	50	44	94	52	38	90	1,301	1,812	3,346
Other community and Social personal Activity	844	844	1,688	9	3	12	22	76	98	875	1,110	2,299
Total	23,323	16,875	40,198	3,475	1,917	5,392	1,912	1,199	3,111	28,710	18,614	47,548

Table2.5:2: Total Employment by Industry, Sector and Sex

Industry	Government			Government Parastatals			Private			All Sectors		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Hunting and Forestry	1,690	928	2,618	0	0	0	398	598	996	2,088	1,526	3,614
Fishing	0	0	0	0	0	0	12	4	16	12	4	16
Mining and Quarrying	70	0	70	0	0	0	65	35	100	135	35	170
Manufacturing	61	65	126	43	23	66	957	345	1,302	1,061	433	1,494
Electricity, Gas and Water	0	0	0	1,037	139	1,176	0	0	0	1,037	139	1,176
Construction	1,006	144	1,150	0	0	0	642	85	727	1,648	229	1,877
Wholesale and Retail Trade	47	12	59	269	68	337	473	153	626	789	233	1,022
Hotels and Restaurants	55	68	123	0	0	0	4,316	1,902	6,218	4,371	1,970	6,341
Transport, Storage and Communication	0	0	0	918	578	1,496	908	142	1,050	1,826	720	2,546
Financing and Intermediation	0	0	0	227	126	353	70	34	104	297	160	457
Real Estate, Renting and Business Activity	343	159	502	0	0	0	13	8	21	356	167	523
Public Administration and Defence, Compulsory Social Security	6,941	3,806	10,747	267	148	415	313	36	349	7,521	3,990	11,511
Education	4,524	7,235	11,759	160	75	235	709	528	1,237	5,393	7,838	13,231
Health and Social Work	1,163	1,468	2,631	0	0	0	138	156	294	1,301	1,624	2,925
Other community and Social personal Activity	785	863	1,648	21	21	42	69	39	108	875	923	1,798
Total	16,685	14,748	31,433	2,942	1,178	4,120	9,083	4,065	13,148	28,710	19,991	48,701

Table2.6:2: Number of Employment by Sector, Citizenship and Sex

Sector	Citizen employees			Non-citizen employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	16,672	14,737	31,409	13	11	24	16,685	14,748	31,433
Government	2,937	1,177	4,114	5	1	6	2,942	1,178	4,120
Parastatals									
Private	8,744	3,937	12,681	339	128	467	9,083	4,065	13,148
Total	28,353	19,851	48,204	357	140	497	28,710	19,991	48,701

Table2.7:2: Number of Employment by Industry, Citizenship and Sex

Industry	Citizen Employees			Non-citizen Employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Hunting and, forestry	2,083	1,525	3,608	5	1	6	2,088	1,526	3,614
Fishing	12	4	16	0	0	0	12	4	16
Mining and Quarrying	135	35	170	0	0	0	135	35	170
Manufacturing	1,009	431	1,440	52	2	54	1,061	433	1,494
Electricity, Gas and Water	1,037	139	1,176	0	0	0	1,037	139	1,176
Construction	1,639	228	1,867	9	1	10	1,648	229	1,877
Wholesale and Retail trade	770	231	1,001	19	2	21	789	233	1,022
Hotels and Restaurants	4,169	1,874	6,043	202	96	298	4,371	1,970	6,341
Transport, Storage and	1,823	719	2,542	3	1	4	1,826	720	2,546
Communication									
Financing and Intermediation	293	160	453	4	0	4	297	160	457
Real Estate, Renting and	356	167	523	0	0	0	356	167	523
Business Activity									
Public Administration and	7,517	3,990	11,507	4	0	4	7,521	3,990	11,511
Defence, Compulsory Social Security									
Education	5,346	7,810	13,156	47	28	75	5,393	7,838	13,231
Health and Social Work	1,289	1,615	2,904	12	9	21	1,301	1,624	2,925
Other community and Social personal Activity	875	923	1,798	0	0	0	875	923	1,798
Total	28,353	19,851	48,204	357	140	497	28,710	19,991	48,701

CHAPTER THREE: WAGE RATE

3.1 Wage Group of Regular Citizens by Sex

This chapter shows the average gross earnings of employees by salary range. The distribution includes regular citizens only.

Nearly six percent of all employees earn less than TAS 100,000; and more than 85 percent earn less than TAS 200,000 (Table 3.1 and Figure 3.1). There is a small difference in average gross earnings between sexes where the highest proportions of both employees were at the range 100,000-199,999 (76 percent for male and 84 percent for female). In addition there was large disparity in gross earnings for both male and female employees; for instance only four percent of male employees have gross earnings above TAS 500,000 and above compared to majority 76 percent who have earnings in the range of 100,000-199,999

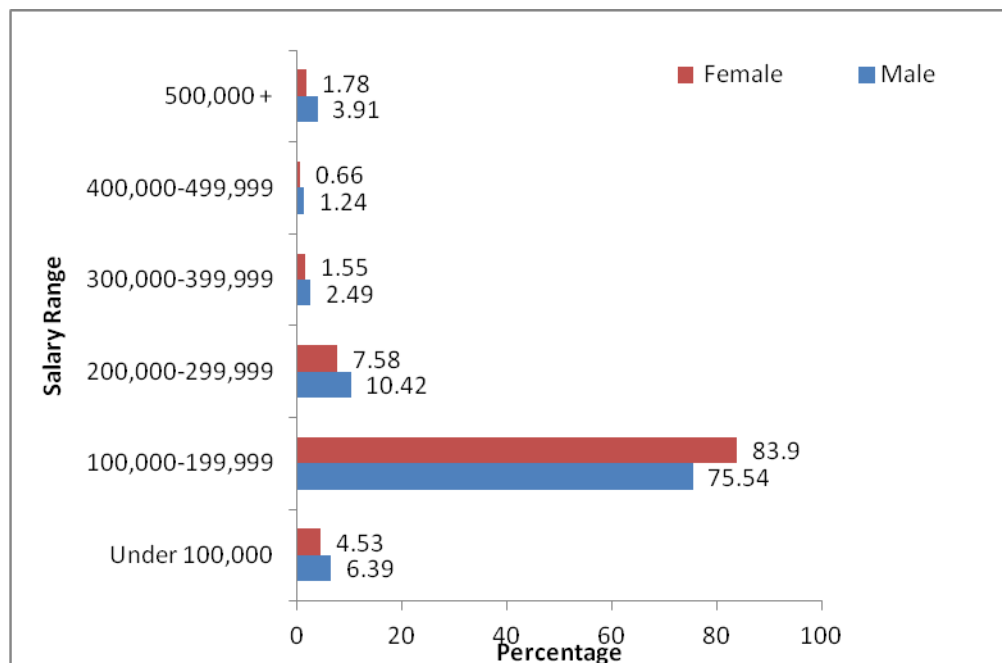
For females the same case was observed where only two percent of female employees have gross earnings above TAS 500,000 and above compared to majority 84 percent who earn TAS 100,000 to TAS 199,999.

Table 3.1: Percentage Distribution of Regular Citizen Employees by Wage Group and Sex

Salary range (TAS)	Male	Female	Total
Under 100,000	6.39	4.53	5.61
100,000-199,999	75.54	83.90	79.07
200,000-299,999	10.42	7.58	9.22
300,000-399,999	2.49	1.55	2.09
400,000-499,999	1.24	0.66	1.00
500,000 +	3.91	1.78	3.01
Total Percent	100.00	100.00	100.00
Total Number	23,098	16,847	39,945

Figure 3.1 shows clearly the distribution of salary in salary range by sex where as all ranges there are more males than females except the range of 100,000-199,999.

Figure 3.1: Composition of Regular Citizen Employees by Wage Group and Sex.



3.2: Regular Citizen Employees by Sector and Salary Range

The Government sectors remain the main employer, but on average pays the least salary compared to other sectors. Nearly 89 percent of its regular employees earn between TAS100,000 and TAS 199,999 per months. Very few (1.2 percent%) ears TAS 500,000 or more per month. Almost 60 percent of regular employees of parastatals earn between TAS100,000 and TAS 199,999 per months and nearly 14 percent earn TAS 500,000 or more per month.

.Only private sector pays the salary under TAS100,000. The data shows that 36 percent were paid under TAS 100,000 while 47 percent paid between TAS100,000 and TAS 199,999 per months.

On average 79 percent were paid between TAS100,000 and TAS 199,999 and only 3 percent paid TAS 500,000 or more per month. (Table 3.2 and figure 3.2)

Table 3.2: Percent of Regular Citizen Employees by Wage Group, Sector and Sex

Salary Range (TAS)	Sector											
	Government			Government Parastatals			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 100,000	0.0	0.0	0.0	0.0	0.0	0.0	33.3	44.0	36.3	6.4	4.5	5.6
100,000-199,999	86.5	91.3	88.7	61.5	55.5	60.1	44.1	35.3	41.6	75.5	83.9	79.1
200,000-299,999	10.2	7.3	8.8	12.2	11.5	12.0	10.1	8.2	9.6	10.4	7.6	9.2
300,000-399,999	1.0	0.7	0.9	10.0	10.2	10.0	3.5	4.6	3.8	2.5	1.5	2.1
400,000-499,999	0.5	0.2	0.3	4.0	5.0	4.2	2.3	2.7	2.4	1.2	0.7	1.0
500,000 +	1.8	0.5	1.2	12.4	17.8	13.6	6.6	5.2	6.2	3.9	1.8	3.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total percent by sector	40.2	35.9	76.2	6.5	1.9	8.4	11.1	4.3	15.4	57.8	42.2	100.0

Figure 3.2: Percentage Distribution of Regular Citizen Employees by Wage Group and Sector.

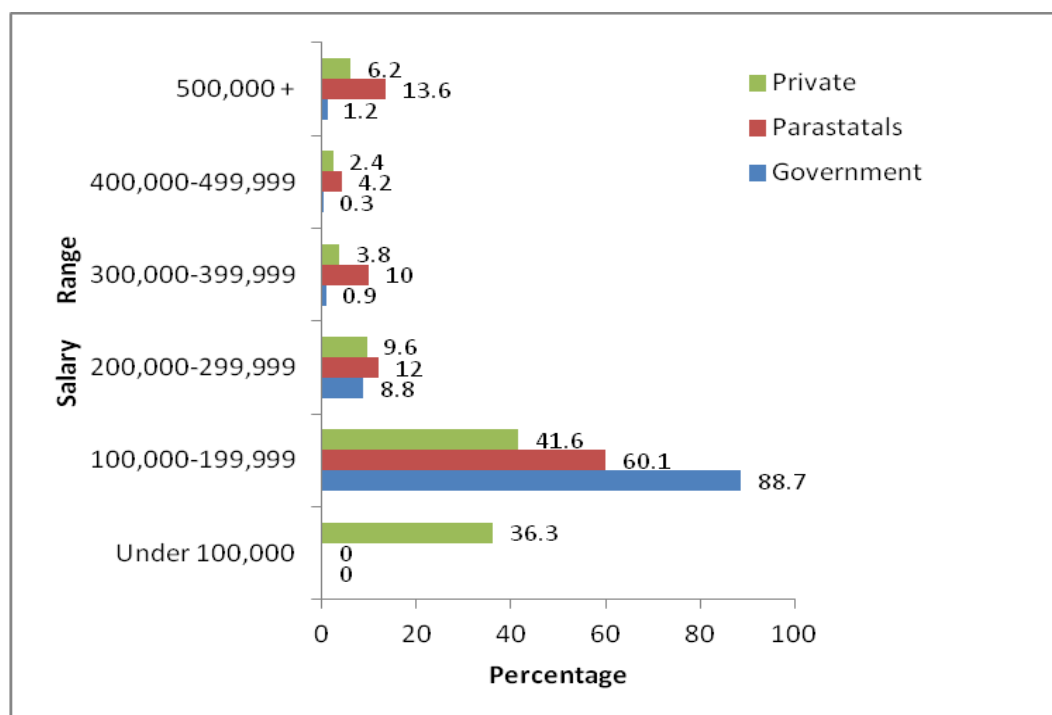


Table 3.3 shows the composition of wage group by industry. There are some industries whose still pay less than 100,000 shillings per month. All employees who earn less than 100,000shillings were engaged in private sectors and the majority working in hotels and restaurants. Employees who earn TAS 500,000 and above; 34 percent were engaged in Public Administration and Defence, Compulsory Social Security , 16 percent & 17percent were engaged Financing & Intermediation and Education respectively.

Table 3.3: Percent Composition of wage Group of Regular Citizen by Major Industry

Industry	Salary Range (TAS)						Total
	Under 100,000	100,000-199,999	200,000-299,999	300,000-399,999	400,000-499,999	500,000 +	
Agriculture, Hunting and forestry	0.8	8.3	0.8	0.2	1	1.4	6.7
Fishing	0	0	0	0	0	0	0
Mining and Quarrying	0	0.2	0	0	0	0.2	0.2
Manufacturing	10.9	0.8	1.7	2.9	3.8	1.5	1.5
Electricity, Gas and Water	0	2.2	3.8	26.1	16.6	3.4	2.9
Construction	3.1	3.8	0.5	0.7	1	0.2	3.3
Wholesale and Retail trade	10.8	1.3	3.1	0.8	0.5	1.5	2
Hotel and Restaurant	60.9	4	6.7	8.3	8.5	3.5	7.6
Transport, Storage and Communication	3.8	4.6	5.4	6.6	5.5	12.3	4.9
Financing and Intermediation	0.1	0.1	1	6.1	13.3	15.9	0.9
Real Estate, Renting and Business Activity	0	0.9	0.8	4.4	5.8	6.1	1.2
Public Administration and Defence, Compulsory Social Security	0.6	29.8	21.9	22.1	19.8	33.6	27.3
Education	7.1	33	37	16	17.1	16.9	30.9
Health and Social Work	1.6	6.4	16.5	5.4	7	1.6	6.9
Other community and Social personal Activity	0.3	4.7	0.6	0.4	0	1.8	3.8
Total	100	100	100	100	100	100	100
Total Number	2,240	31,583	3,684	836	398	1,204	39,945

Annex of Chapter Three

Table 3.1:3 Regular Citizen Employee by Wage Group and Gender.

Salary range	Male	Female	Total
Under 100,000	1,477	763	2,240
100,000-199,000	17,448	14,135	31,583
200,000-299,999	2,407	1,277	3,684
300,000-399,999	575	261	836
400,000-499,999	287	111	398
500,000 and above	904	300	1,204
Total Number	23,098	16,847	39,945

Table 3.2:3: Regular Citizen Employees by Wage Group, Sector and Sex

Salary Range	Government			Government Parastatal			Private			Total		
	Male	Female		Male	Female		Male	Female	Total	Male	Female	Total
Under 100,000	0	0	0	0	0	0	1,477	763	2,240	1,477	763	2,240
100,000-199,999	13,904	13,102	27006	1,591	420	2011	1,953	613	2,566	17,448	14,135	31,583
200,000-299,999	1,644	1,047	2691	315	87	402	448	143	591	2,407	1,277	3,684
300,000-399,999	159	105	264	259	77	336	157	79	236	575	261	836
400,000-499,999	80	26	106	104	38	142	103	47	150	287	111	398
500,000 +	290	75	365	320	135	455	294	90	384	904	300	1,204
Total	16,077	14,355	30432	2,589	757	3346	4,432	1,735	6,167	23,098	16,847	39,945

Table 3.3:3: Wage Group of Regular Citizen by Major Industry

Industry	Salary Range						
	Under 100,000	100,000-199,999	200,000-299,999	300,000-399,999	400,000-499,999	500,000 +	Total
Agriculture, Hunting and forestry	19	2,613	31	2	4	17	2,686
Fishing	0	0	0	0	0	0	0
Mining and Quarrying	0	70	0	0	0	3	73
Manufacturing	245	246	64	24	15	18	612
Electricity, Gas and Water	0	701	140	218	66	41	1,166
Construction	69	1,211	19	6	4	3	1,312
Wholesale and Retail trade and restaurants and hotels	241	413	115	7	2	18	796
Hotels and Restaurants	1,364	1,266	248	69	34	42	3,023
Transport, Storage and Communication	84	1,438	200	55	22	148	1,947
Financing and Intermediation	2	34	37	51	53	191	368
Real Estate, Renting and Business Activity	0	300	31	37	23	73	464
Public Administration and Defence, Compulsory Social Security	14	9,400	806	185	79	405	10,889
Education	160	10,408	1,364	134	68	204	12,338
Health and Social Work	36	2,006	607	45	28	19	2,741
Other community and Social personal Activity	6	1,477	22	3	0	22	1,530
Total	2,240	31,583	3,684	836	398	1,204	39,945

CHAPTER FOUR: CASH EARNINGS

4.0 Introduction

This chapter based on cash earnings paid to employees in various sectors and industries. It provides estimates on the distribution of salary in Government, Parastatals, and in Private Sectors Table 4.1 to 4.3 shows the distribution of earning by sector for the month of June 2010 as observed in the survey.

Table 4.1 shows that the total amount paid to all employees for June, 2009/10 were TAS 104,294.69 million. Women paid 35.5 percent (36,994.90 million) of the total salary while the rest paid to males.

Table 4.1: Composition of Annual Earnings by Sector and Sex.

Sector	Sex		
	Male	Female	Total
Government	32,693.21	24,902.05	57,595.26
Government parastatal	10,835.39	3,698.59	14,533.98
Private	23,771.20	8,394.25	32,165.45
Total	67,299.79	36,994.90	104,294.69

As observed in table 2.1 where the government sector is leading in contribution to employment, the sector is also leading in payment of cash earnings. It paid TAS 57,595.26 million (Table 4.1) as salaries, which is equivalent to 55.22 percent of the total earnings (Table 4.2). Contribution on salaries goes proportionally to the contribution of employment. Private sector is the second in contribution of employment as well as salaries, while the parastatals were the last.

Table 4.2: Composition of Annual Earnings by Sector and Sex.

Sector	Sex		
	Male	Female	Total
Government	48.58	67.31	55.22
Government Parastatals	16.10	10.00	13.94
Private	35.32	22.69	30.84
Total	100.00	100.00	100.00

The average monthly salary of regular citizen employees by Sector is shown in table 4.3. The survey revealed that, the average monthly wage of employees was TAS 178,461. The Government Parastatals sector has the highest wage. Average monthly salaries by gender shows that females earn less compared to males in all sectors.

Table 4.3: Monthly Earning of Total Citizen by Sector and Gender

Sector	Monthly Average Salary of Regular Employees (TAS)		
	Male	Female	Total
Government	163,286	140,709	152,693
Government Parastatal	306,917	261,644	293,972
Private	218,092	172,084	203,868
Total	195,344	154,215	178,461

Table 4.4 shows that, out of 55.22 percent of total earnings paid to Government, 23.88 percent was paid to females. These females contribute 30.3 percent of government employees out of 64.5 percent as shown in Table 2.2. Nearly 14 percent of total earning accounted to Parastatals with only 3.55 percent paid to females, and private sector had 30.84 percent of total earnings with 8 percent to females.

Table 4.4: Composition of Annual Earning by Sector and Sex

Sector	Total Annual Earnings in Percentages		
	Male	Female	Total
Government	31.35	23.88	55.22
Government Parastatals	10.39	3.55	13.94
Private	22.79	8.05	30.84
Total	64.53	35.47	100.00

A comparison to different industries, the data shows that the lowest average wage is TAS 101,738 in the Construction. The Financing and Intermediation industry recorded the highest average monthly wage (TAS 849,547) followed by Real Estate, Renting and Business Activity (TAS 405,501) and Transport, Storage and Communication (TAS 248,987) as shown in Table 4.5 and figure 4.1. The average wage is lower to females in almost all industries.

Table 4.5: Monthly Average Wage of Regular Citizen Employees by Industry

Industry	Male	Female	Total
Agriculture, Hunting and forestry	123,361	118,550	121,688
Fishing	0	0	0
Mining and Quarrying	120,561	0	120,561
Manufacturing	161,821	120,639	150,364
Electricity, Gas and Water	209,729	226,942	211,781
Construction	102,724	94,741	101,738
Wholesale and Retail	178,805	135,016	166,716
Hotels and Restaurants	210,877	171,642	199,628
Transport, Storage and Communication	251,138	240,386	248,987
Financing and Intermediation	909,356	744,548	849,547
Real Estate, Renting and Business Activity	456,297	299,166	405,501
Public Administration and Defence, Compulsory Social Security	182,951	153,140	172,186
Education	242,194	156,093	190,714
Health and Social Work	169,954	178,975	175,029
Other community and Social personal Activity	137,821	106,090	121,727
Total	203,789	161,191	185,899

Figure 4.1: Average Wages Regular Citizen by Industrial Division. (TAS)

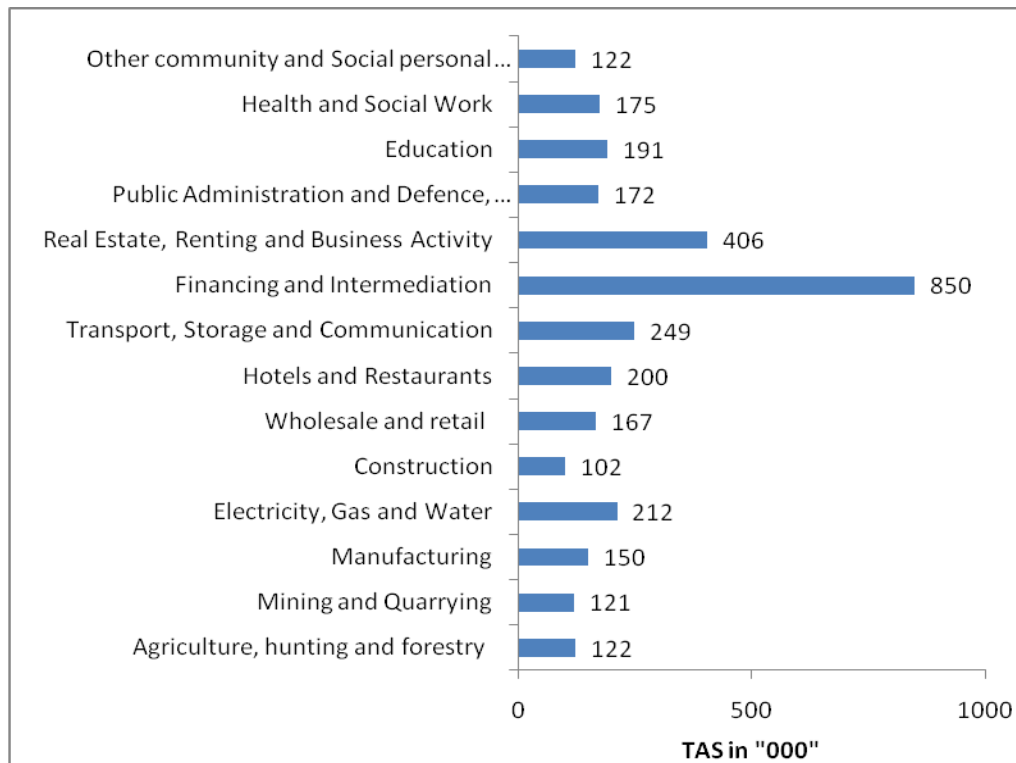


Table 4.6 shows the total cash earning by Industry of regular employees. A total of 40,198 employees were engaged as regular workers. On average Education, Public administration industries shares the highest earnings among industries. These were 28.1 and 22. The proportion is high for males compared to females in all industries except for education and health. This verifies the results on employment which shows more females than males in education and health industries.

Table 4.6: Percentage of Cash Earnings of Regular Employees by Industry, and Gender

Industry	Sex		
	Male	Female	Total
Agriculture, Hunting and forestry	4.2	4.6	4.3
Fishing	0.0	0.0	0.0
Mining and Quarrying	0.3	0.1	0.2
Manufacturing	2.2	1.1	1.8
Electricity, Gas and Water	3.9	1.0	2.9
Construction	3.6	0.8	2.6
Wholesale and Retail trade	3.6	1.1	2.7
Hotels and Restaurants	15.0	10.8	13.5
Transport, Storage and Communication	8.1	4.9	6.9
Financing and Intermediation	4.2	3.5	3.9
Real Estate, Renting and Business Activity	2.7	1.6	2.3
Public Administration and Defence, Compulsory Social Security	24.0	19.9	22.6
Education	22.4	38.4	28.1
Health and Social Work	4.0	9.3	5.9
Other community and Social personal Activity	1.9	2.9	2.3
Total	100.0	100.0	100.0

On average regular employees earned TAS 2230.8 thousands per year. Financing and Intermediation (TAS 10194.6thousands) leads in all industries having highest salaries followed by Real Estate, Renting and Business Activity (TAS 4866.0thousands). Females earned less than males. (Table 4.7)

Table 4.7: Annual Average Cash Earning by Industry, and Gender (TAS Thousands)

Industry	Regular Employees: TAS in thousands		
	Male	Female	Total
Agriculture, Hunting and forestry	1480.3	1422.6	1460.3
Fishing	0.0	0.0	0.0
Mining and Quarrying	1446.7	0.0	1446.7
Manufacturing	1941.8	1447.7	1804.4
Electricity, Gas and Water	2516.7	2723.3	2541.4
Construction	1232.7	1136.9	1220.9
Wholesale and Retail trade	2145.7	1620.2	2000.6
Hotels and Restaurants	2530.5	2059.7	2395.5
Transport, Storage and Communication	3013.7	2884.6	2987.8
Financing and Intermediation	10912.3	8934.6	10194.6
Real Estate, Renting and Business Activity	5475.6	3590.0	4866.0
Public Administration and Defense, Compulsory Social Security	2195.4	1837.7	2066.2
Education	2906.3	1873.1	2288.6
Health and Social Work	2039.5	2147.7	2100.3
Other community and Social personal Activity	1653.8	1273.1	1460.7
Total	2445.5	1934.3	2230.8

Annex of Chapter Four

Table 4.1:4: Total Annual Earning by Sector and Sex.

Sector	Total Annual Earnings (Million TAS)		
	Male	Female	Total
Government	32,693.21	24,902.05	57,595.26
Government Parastatals	10,835.39	3,698.59	14,533.98
Private	23,771.20	8,394.25	32,165.45
Total	67,299.79	36,994.90	104,294.69

Table 4.2:4: Total Annual Earning by Industry and Sex. In Million.

Industry	Regular		
	Male	Female	Total
Agriculture, Hunting and forestry	2,814.94	1,692.17	4,507.11
Fishing	24.60	7.20	31.80
Mining and Quarrying	177.52	27.90	205.42
Manufacturing	1,491.84	421.40	1,913.23
Electricity, Gas and Water	2,608.64	378.54	2,987.18
Construction	2,399.76	283.01	2,682.77
Wholesale and Retail trade	2,446.13	401.46	2,847.59
Hotels and Restaurants	10,067.58	4,000.27	14,067.86
Transport, Storage and Communication	5,429.88	1,806.11	7,235.99
Financing and Intermediation	2,798.96	1,300.90	4,099.86
Real Estate, Renting and Business Activity	1,823.14	577.23	2,400.37
Public Administration and Defence, Compulsory Social Security	16,170.27	7,371.43	23,541.69
Education	15,055.77	14,212.09	29,267.86
Health and Social Work	2,711.75	3,445.55	6,157.31
Other community and Social personal Activity	1,279.02	1,069.63	2,348.65
Total	67,299.79	36,994.90	104,294.69

Table 4.3:4: Annual Cash Earnings by Industry, Sector and Gender (TAS million)

Industry	Government			Government Parastatal			Private		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, Hunting and forestry	11,948	29,701	41,649	216,622	110,963	327,585	6,009	350	6,359
Fishing	400	0	400	0	0	0	1,650	600	2,250
Mining and Quarrying	0	0	0	8,801	0	8,801	5,992	2,325	8,317
Manufacturing	5,178	1,000	6,178	77,674	22,318	99,992	41,468	11,798	53,266
Electricity, Gas and Water	1,995	0	1,995	215,391	31,545	246,936	0	0	0
Construction	44,620	4,659	49,280	118,132	15,348	133,480	37,227	3,577	40,804
Wholesale and Retail trade	12,642	3,076	15,718	105,495	30,379	135,874	85,707	0	85,707
Hotels and Restaurants	338,508	168,881	507,388	471,099	154,134	625,234	29,358	10,341	39,699
Transport, Storage and Communication	41,650	11,680	53,330	391,775	93,750	485,525	19,065	45,079	64,144
Financing and Intermediation	16,769	7,625	24,394	215,517	100,514	316,031	960	270	1,230
Real Estate, Renting and Business Activity	8,651	3,227	11,879	143,277	44,875	188,152	0	0	0
Public Administration and Defence, Compulsory Social Security	71,301	10,778	82,079	1,272,973	602,299	1,875,273	3,248	1,209	4,457
Education	38,109	22,623	60,733	1,207,094	1,156,802	2,363,896	9,444	4,916	14,360
Health and Social Work	16,600	6,604	23,203	203,775	275,980	479,755	5,605	4,546	10,151
Other community and Social personal Activity	834	91	925	103,917	82,326	186,243	1,834	6,719	8,553
Total	609,206	269,946	879,151	4,751,544	2,721,233	7,472,777	247,566	91,729	339,296

CHAPTER FIVE: WAGE BILL

5.0 Introduction

Wage-bill includes gross cash remuneration accrued as earnings of employee and actual cost of free ration paid by employers in respect of their employees. Table 5.1 shows the distribution of wage bill by sector which includes annual salary, free ration and costs of other benefits.

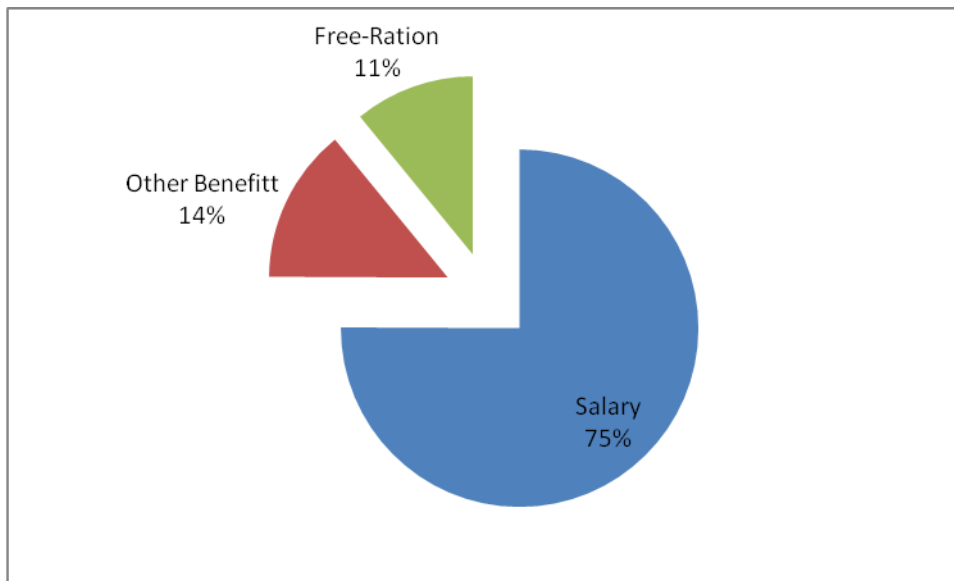
On average the percentage of free ration to wage bill is 11 percent. There is slight differences in percentages between sectors.

In government sector, nearly 80 percent of total wage bill used for paying salaries where as parastatals and private sectors used 66.3 percent and 72.1 percent, respectively. On average 75 percent of the total wage bill paid as salaries. (Figure 5.1)

Table 5.1: Composition of Annual Wage Bill by Sector.

Sector	Salary	Other benefit	Free ration	wage bill
Government	79.5	11.3	9.1	100.0
Government Parastatal	66.3	23.3	10.4	100.0
Private	72.1	13.8	14.0	100.0
Total	75.1	14.0	10.9	100.0

Figure 5.1: Total Composition of Annual wage Bill



There are industries where more than 90 percent of its total wage bill used for paying salaries. These are Agriculture, hunting and forestry, Mining and Quarrying, Health and Social Work. where by Wholesale and retail trade has the highest amount of free ration. Electricity, Gas and Water has high amount of other benefit while Transport, Storage and Communication leads in free ration.(Table 5.2).

Table 5.2: Composition of Annual Wage Bill by Industry.

Industry	Salary	Other benefit	Free ration	wage bill
Agriculture,Hunting, foresty	91.28	1.35	7.36	100.00
Fishing	78.31	19.65	2.04	100.00
Mining and Quarrying	92.90	0.14	6.97	100.00
Manufacturing	73.05	15.91	11.05	100.00
Electricity,Gas and Water	56.46	29.45	14.10	100.00
Construction	78.43	11.08	10.49	100.00
Wholesale and Retail trade and restaurants and hotels	68.99	20.60	10.41	100.00
Hotel and Restaurent	69.16	14.20	16.64	100.00
Transport, Storage and Communication	65.06	17.45	17.50	100.00
Financing and Intermediation	72.84	20.05	7.11	100.00
Real Estate, Renting and Business Activity	73.08	17.46	9.47	100.00
Public Administration and Defence,Compulsory Social Security	66.41	22.30	11.29	100.00
Education	88.97	4.19	6.84	100.00
Health and Social Work	92.36	1.22	6.42	100.00
Other community and Social personal Activity	81.64	9.88	8.48	100.00
Total	75.07	14.01	10.92	100.00

Segregation data by industry and employment status, the salaries paid to regular employees is high compared to contract and casual; this is due to the fact that there are more regular employees in all industries than contract and casual employees. On average 65 percent of total wage bill were used to pay regular employees. Eight percent was paid to employees who are employed on contract basis, 3 percent for casual workers. Free ration uses 10.9 percent and other benefit 14 percent of total wage bill.

Table 5.3: Composition of Annual Wage Bill by Industry and Employment Status.

Industry	Regular	Contract	Casual	Other benefit	Free ration	wage bill
Agriculture, Hunting and forestry	79.62	10.12	1.55	1.35	7.36	100.00
Fishing	0.00	11.82	66.49	19.65	2.04	100.00
Mining and Quarrying	47.76	0.00	45.14	0.14	6.97	100.00
Manufacturing	45.81	2.83	24.40	15.91	11.05	100.00
Electricity, Gas and Water	56.00	0.45	0.00	29.45	14.10	100.00
Construction	46.82	17.29	14.31	11.08	10.49	100.00
Wholesale and Retail trade	39.50	4.57	24.92	20.60	10.41	100.00
Hotels and Restaurants	36.89	29.93	2.34	14.20	16.64	100.00
Transport, Storage and Communication	52.38	5.75	6.92	17.45	17.50	100.00
Financing and Intermediation	67.37	5.20	0.26	20.05	7.11	100.00
Real Estate, Renting and Business Activity	68.74	4.34	0.00	17.46	9.47	100.00
Public Administration and Defence, Compulsory Social Security	63.48	2.78	0.15	22.30	11.29	100.00
Education	86.23	2.22	0.52	4.19	6.84	100.00
Health and Social Work	86.36	4.18	1.83	1.22	6.42	100.00
Other community and Social personal Activity	77.68	0.39	3.57	9.88	8.48	100.00
Total	64.55	7.59	2.93	14.01	10.92	100.00

Annex of Chapter Five

Table 5.1:5: Wage Bill by Sector (TAS million)

Sector	Salary	Other Benefit	Free Ration	Wage Bill
Government	57,595.26	8,188.44	6,624.27	72,407.97
Government Parastatals	14,533.98	5,100.38	2,282.98	21,917.34
Private	32,165.45	6,173.17	6,259.78	44,598.40
Total	104,294.69	19,461.99	15,167.04	138,923.72

Table 5.2:5: Wage bill by Industry and Employment Status

Industry	Annual Earnings TAS in thousand					
	Regular	Contract	Casual	Other benefit	Free ration	wage bill
Agriculture, Hunting and forestry	3,931,018	499,791	76,304	66,806	363,555	4,937,473
Fishing	0	4,800	27,000	7,980	828	40,608
Mining and Quarrying	105,612	0	99,804	300	15,401	221,117
Manufacturing	1,199,906	74,139	639,190	416,674	289,305	2,619,214
Electricity, Gas and Water	2,963,237	23,940	0	1,558,152	745,825	5,291,154
Construction	1,601,762	591,358	489,650	379,136	358,883	3,420,789
Wholesale and Retail trade	1,630,484	188,615	1,028,486	850,305	429,503	4,127,393
Hotels and Restaurants	7,502,807	6,088,662	476,387	2,889,422	3,383,777	20,341,055
Transport, Storage and Communication	5,826,305	639,965	769,723	1,940,439	1,946,082	11,122,514
Financing and Intermediation	3,792,378	292,723	14,760	1,128,562	400,431	5,628,853
Real Estate, Renting and Business Activity	2,257,827	142,544	0	573,392	310,913	3,284,675
Public Administration and Defence, Compulsory Social Security	22,503,270	984,943	53,481	7,905,446	4,001,558	35,448,698
Education	28,366,748	728,791	172,322	1,379,891	2,249,060	32,896,812
Health and Social Work	5,757,059	278,441	121,806	81,157	427,979	6,666,442
Other community and Social personal Activity	2,234,914	11,104	102,634	284,327	243,943	2,876,921
Total	89,673,326	10,549,816	4,071,549	19,461,987	15,167,042	138,923,719

Table 5.3:5: Annual Wage Bill by Industry and sector (TAS in thousands)

Industry	Government	Government parastatals	Private	Total
Agriculture, Hunting, Forestry	3,993,254	0	944,219	4,937,473
Fishing	0	0	40,608	40,608
Mining and Quarrying	101,653	0	119,464	221,117
Manufacturing	254,469	170,905	2,193,840	2,619,214
Electricity, Gas and Water	0	5,291,154	0	5,291,154
Construction	1,910,145	0	1,510,644	3,420,789
Wholesale and Retail trade and restaurants and hotels	99,179	2,624,525	1,403,689	4,127,393
Hotel and Restaurant	163,835	0	20,177,221	20,341,055
Transport, Storage and Communication	288,599	3,653,045	7,180,871	11,122,514
Financing and Intermediation	0	4,490,104	1,138,749	5,628,853
Real Estate, Renting and Business Activity	3,144,230	0	140,445	3,284,675
Public Administration and Defence, Compulsory Social Security	31,049,536	3,505,075	894,086	35,448,698
Education	23,131,559	2,045,828	7,719,425	32,896,812
Health and Social Work	5,863,326	0	803,116	6,666,442
Other community and Social personal Activity	2,408,190	136,709	332,023	2,876,921
Total	72,407,974	21,917,344	44,598,401	138,923,719

SURVEY QUESTIONNAIRE

SECTION H:

CURRENT JOB VACANCIES

Serial Number	1.Occupational Tittle	For Official Use Only	2. Required level of education Tertiary University.....1 Tertiary Non Universit.....2 College(cheti/diploma)3 Vocational Education4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7	3. Main qualification/skill required (write in full)	4. Required work experience Not required1 1 to 2 years2 3 to 4 years3 5 or more years4	5. Existing vacancies are due to Fell vacant.....1 Unfilled post.....2 New position.....3	6. Gender Preference Male.....1 Female.....2 Male/Female.....3	7. Number of vacancies	8. Number of Persons Retired
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									

I certify that to the best of my knowledge the information stated on this form is correct.

Name _____ Tel No. _____

Signature _____ Date _____

THANK YOU FOR YOUR CO - OPERATION