



EMPLOYMENT AND EARNINGS SURVEY 2010/11

ANALYTICAL REPORT

FIRST DRAFT

June, 2012

FOREWORD

The 2010/11 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 all Private institutions engaging five or more employees. The private institution which engaged 1 to 4 employees the sampling was done to represent the whole population. The survey excludes 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 and Demographic 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. Also the thanks should go to the staff of Social and Demographic Statistics Section who working in data collection and analysis.

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, or zanstat@zanlink.com or labour@ocgs.go.tz

Mohamed H. Rajab
Chief Government Statistician,
Office of Chief Government Statistician,
Zanzibar.

EXECUTIVE SUMMARY

Employment and Earnings is an annual survey 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, citizenship, employment term, earnings, 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, Wages and Wage bill which collectively illustrate the whole representation of the survey.

KEY FINDINGS

Total employment was 61,309 out of whom 38,194 (62.3 percent) were males and 23,115 (37.7percent) were females. Out of total employment, 52.6 percent were engaged in Government sector, more than 39.8 percent in Private sector, and 7.6 percent in Parastatals.

Classification by terms of employment reported that 67.2 percent (41,176 employees) were regular. Contractual and casual employees comprised 17.2 percent (10,572 employees) and 15.8 percent (9,596 employees). Non-citizen employees account for only one percent of total employment.

Employment by industry shows that about 37.2 percent of employees were engaged in Education sector while 37.2 percent were in Public administration. The industries with the least number of employees were Mining and Quarrying which has 0.3 percent of total employment.

The average monthly salary of regular employees was TAS 208,119 per month. The average monthly salary of Parastatal employees was observed to be TAS 338,418, the Government employees' average salary was 157,373 while for private was 382,909. There was gender disparities in all sectors, there were more male employees except in health and education. Generally male employees earned more than female employees.

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ABBREVIATION

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) under the Social and Demographic Section/Department. Data collection covers all public and parastatal as well as all registered private establishments. The survey excludes 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 4 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 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 paid for normal time of work and relates to a time-unit such as hour, day, week, or month.

(vi) Cash Earnings

The term **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 includes 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 received the respective benefits and the amount of cash paid as a net cost to employer for those benefits. The following were 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 Allowance

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 (UN) International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4. 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 4 are:-

Section A

Agriculture, Forestry and Fishing

This section includes the exploitation of vegetal 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.

Section B

Mining and Quarrying

This section includes the extraction of minerals occurring naturally as solids (coal and ores), liquids (petroleum) or gases (natural gas). Extraction can be achieved by different methods such as underground or surface mining, well operation, seabed mining etc.

Section C

Manufacturing

This section includes the physical or chemical transformation of materials, substances, or components into new products, although this cannot be used as the single universal criterion for defining manufacturing (see remark on processing of waste below). 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.

Section D

Electricity, gas, steam and air conditioning supply

This section includes the activity of providing electric power, natural gas, steam, hot water and the like through a permanent infrastructure (network) of lines, mains and pipes. The dimension of the network is not decisive; also included are the distribution of electricity, gas, steam, hot water and the like in industrial parks or residential buildings. This section therefore includes the operation of electric and gas utilities, which generate, control and distribute electric power or gas. Also included is the provision of steam and air-conditioning supply.

Section E

Water supply; sewerage, waste management and remediation activities

This section 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. Activities of water supply are also grouped in this section, since they are often carried out in connection with, or by units also engaged in, the treatment of sewage.

Section F

Construction

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

General construction is the construction of entire dwellings, office buildings, stores and other public and utility buildings, farm buildings etc., or the construction of civil engineering works such as motorways, streets, bridges, tunnels, railways, airfields, harbours and other water projects, irrigation systems, sewerage systems, industrial facilities, pipelines and electric lines, sports facilities etc.

Section G

Wholesale and retail trade; repair of motor vehicles and motorcycles

This section 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. Wholesaling and retailing are the final steps in the distribution of goods. Goods bought and sold are also referred to as merchandise. Also included in this section are the repair of motor vehicles and motorcycles.

Section H

Transportation and storage

This section 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. Included in this section is the renting of transport equipment with driver or operator, also included are postal and courier activities.

Section I

Accommodation and food service activities

This section includes the provision of short-stay accommodation for visitors and other travelers 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.

Section J

Information and communication

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

Section K

Financial and insurance activities

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

Section L

Real estate activities

This section 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 section 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.

Section M

Professional, scientific and technical activities

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

Section N

Administrative and support service activities

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

Section O

Public administration and defence; compulsory social security

This section includes activities of a governmental nature, normally carried out by the public administration. This 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 defense, public order and safety, immigration services, foreign affairs and the administration of government programmes. This section also includes compulsory social security activities.

Section P

Education

This section 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 the 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 section includes public as well as private education

Section Q

Human health and social work activities

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

Section R

Arts, entertainment and recreation

This section 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.

Section S

Other service activities

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

Section U

Activities of extraterritorial organizations and bodies

This class includes: Activities of international organizations such as the United Nations and the specialized agencies of the United Nations system, regional bodies etc., the International Monetary Fund, the World Bank, the World Customs Organization, the Organisation for Economic Co-operation and Development, the Organization of Petroleum Exporting Countries, the European Communities, the European Free Trade Association etc. This class also includes activities of diplomatic and consular missions when being determined by the country of their location rather than by the country they represent.

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 4. The chapter also discusses total number of employees by employment terms and citizenship.

2.1 Analysis

The results in table 2.1 showed that a total of 61,309 employees were employed in all sectors. All sectors employed more males than females. In general 62.3 percent males were engaged compared to their counterpart females 37.7 percent. In Government sector, the difference between male and female is very small (about 6.8 percent) while in parastatals and private the difference between males and females is significant as illustrated in figure 2.1 below.

Table 2.1: Percentage of Total Employment by Sector and Sex, 2011

Sector	Sex		
	Male	Female	Total
Government	53.4	46.6	100.0
Government parastatal	75.8	24.2	100.0
Private	71.5	28.5	100.0
Total (Percent)	62.3	37.7	100.0
Total (Number)	38,194	23,115	61,309

Figure 2.1: Distribution of Employees by Sector and Sex

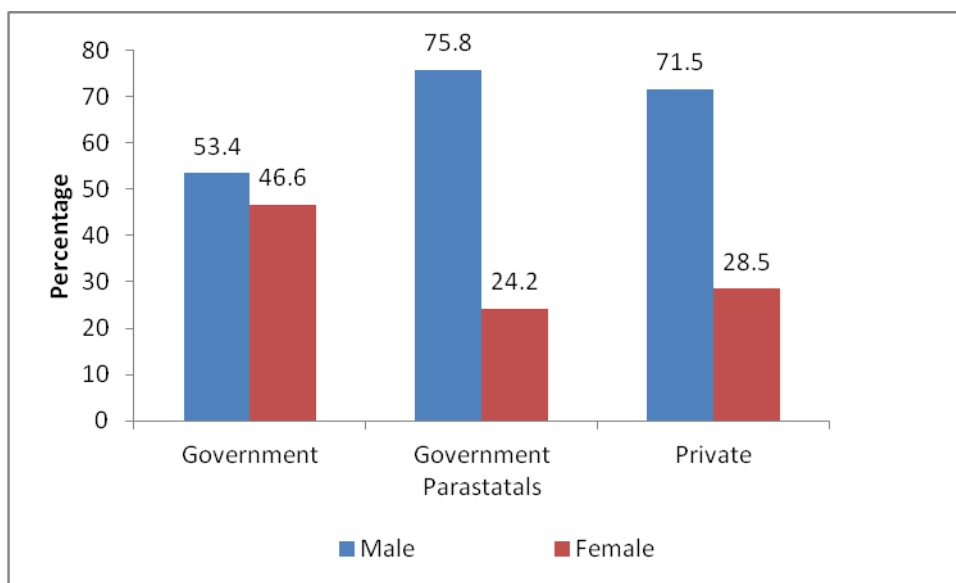


Table 2.2 shows the distribution of employees by sector. The results revealed that 53 percent (32,271 employees) were engaged in government sector, 8 percent (4,659 employees) were in Government Parastatals and 40 percent (24,379 employees) were in Private sectors. More males were employed in all sectors.

Table 2.2: Percentage of Total Employment by Sector and Sex

Sector	Sex		
	Male	Female	Total
Government	28.1	24.5	52.6
Government parastatal	5.8	1.8	7.6
Private	28.4	11.3	39.8
Total %	62.3	37.7	100.0
Total	38,194	23,115	61,309

Table 2.3 presents composition of the total employment by sector, employment status and sex. The data shows that, 67.2 percent (41,176 employees) were permanent employees, 17.2 percent (10,572 employees) were employed in contract basis and 15.6 percent (9,561 employees) were casual workers.

Fig 2.2 gives more elaborations on the matter. The results revealed that, more males were engaged in all employment terms compared to females. Out of 67.2 percent of regular employees, 28.4 percent out of it represents females. On the contract employees, 5.4 percent represents females out of 17.2 percent and for casual employees only 3.9 percent represents females out of 15.6 percent. Private sector seems to engage a lot of employees in contract terms, about 16 percent out of 17.2 percent of total.

Table 2.3: Percentage of Total Employment by Sector, Employment Status and Sex.

Sector	Permanent Employment			Contract Employment			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	27.2	23.8	50.9	0.5	0.1	0.7	0.4	0.6	1.0	28.1	24.5	52.6
Government parastatals	4.3	1.4	5.6	0.4	0.1	0.6	1.1	0.3	1.4	5.8	1.8	7.6
Private	7.4	3.2	10.6	10.9	5.1	16.0	10.2	3.0	13.2	28.4	11.3	39.8
Total	38.8	28.4	67.2	11.8	5.4	17.2	11.7	3.9	15.6	62.3	37.7	100.0

Fig 2.2: Percentage Distribution of Employment by Employment Terms

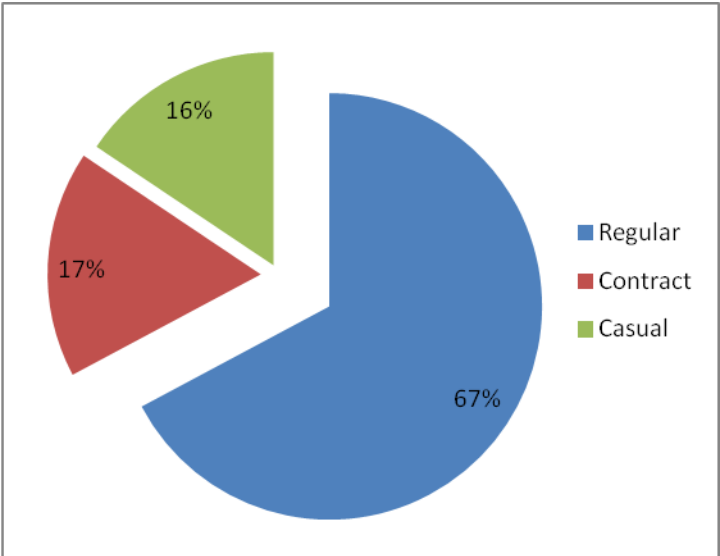


Table 2.4 shows that education sector employed almost quarter of the total employees, which is about 23.1 percent. Other sectors which had more than ten percent of employment are; Public administration and defence compulsory social security with 19.8 percent and accommodation and food service activities with

14.7 percent. Another sector with significant number of employees is the wholesale, retail trade, repair of motor vehicles and motorcycle. There is no contribution from the real estate sector, it had zero percent employment. Sectors that had less than one percent employees are mining and quarrying with 0.3 percent; professional, scientific and technical activities and arts, entertainment and recreation with 0.4 percent each; administrative and support service activities with 0.8 and financial and insurance activities with 0.9 percent.

When it comes to gender segregation, table 2.4 showed that female employees were more engaged in education sector, 37.2 percent; followed by public administration and defence compulsory social security, 18.3 percent; and accommodation and food service activities, 14.7 percent. Males were more engaged in public administration and defence compulsory social security, 20.7 percent; accommodation and food service activities, 16.5 percent; education, 14.5; and wholesale, retail trade, repair of motor vehicles and motorcycle 10.6 percent.

Table 2.4: Percentage Distribution of Employee by Industry and Sex

Industry	Sex		Total
	Male	Female	
Agriculture, forestry and fishing	5.6	6.2	5.8
Mining and quarrying	0.3	0.3	0.3
Manufacturing	8.0	2.6	6.0
Electricity, gas, steam and air conditioning Supply	1.3	0.4	1.0
Water supply; sewerage waste management	3.2	2.8	3.1
Construction	3.8	0.9	2.7
Wholesale, retail trade, repair of motor vehicles and motorcycle	10.6	4.1	8.2
Transportation and storage	5.1	2.2	4.0
Accommodation and food service activities	16.5	11.7	14.7
Information and communication	2.6	2.4	2.5
Financial and insurance activities	0.9	0.9	0.9
Real estate activities	0.0	0.0	0.0
Professional, scientific and technical activities	0.5	0.3	0.4
Administrative and support service activities	1.0	0.4	0.8
Public administration and defence compulsory social security	20.7	18.3	19.8
Education	14.5	37.2	23.1
Human health and social work activities	3.6	7.7	5.1
Arts, entertainment and recreation	0.4	0.4	0.4
Other service activities	1.3	1.2	1.3
Total Percent	100.0	100.0	100.0
Total Number	38,194	23,115	61,309

Table 2.5a shows the distribution of employment by industry, employment terms and sex. In permanent term, many employees were engaged in education, 20.5 percent and public administration and defence

compulsory social security, 18.5 percent out of 67.2 percent. Persons who are employed by contract basis; most of them were engaged in accommodation and food service activities, 7.9 percent out of 17.2 percent

while for casual most of them were engaged in Wholesale, retail trade, repair of motor vehicles and motorcycle, 4.3 percent and manufacturing 3.9 percent out of 6.4 percent.

Table2.5a: Percentage Distribution of Employment by Industry, Employment Terms and Sex – All Sectors

Industry	Permanent			Contract			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	3.1	1.4	4.4	0.3	1.0	1.3	0.1	0.0	0.1	3.5	2.3	5.8
Mining and quarrying	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.2	0.2	0.1	0.3
Manufacturing	0.7	0.3	1.0	0.9	0.2	1.1	3.3	0.5	3.9	5.0	1.0	6.0
Electricity gas steam and air conditioning supply	0.7	0.2	0.9	0.1	0.0	0.1	0.0	0.0	0.0	0.8	0.2	1.0
Water supply sewerage waste management	2.0	1.0	3.0	0.0	0.0	0.0	0.0	0.1	0.1	2.0	1.1	3.1
Construction	2.0	0.3	2.3	0.2	0.0	0.2	0.2	0.0	0.2	2.4	0.3	2.7
Wholesale, retail trade, repair of motor vehicles and motorcycle	1.0	0.3	1.3	2.0	0.6	2.6	3.6	0.6	4.3	6.6	1.5	8.2
Transportation and storage	1.7	0.5	2.2	0.3	0.1	0.3	1.2	0.3	1.5	3.2	0.8	4.0
Accommodation and food service activities	3.0	1.3	4.4	5.6	2.3	7.9	1.7	0.8	2.5	10.3	4.4	14.7
Information and communication	1.3	0.8	2.1	0.1	0.1	0.2	0.2	0.0	0.2	1.6	0.9	2.5
Financial and insurance activities	0.4	0.2	0.7	0.1	0.1	0.2	0.0	0.0	0.0	0.6	0.4	0.9
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	0.2	0.1	0.3	0.1	0.0	0.1	0.0	0.0	0.0	0.3	0.1	0.4
Administrative and support service activities	0.2	0.0	0.2	0.4	0.1	0.4	0.1	0.0	0.2	0.6	0.2	0.8
Public administration and defence compulsory social security	11.9	6.6	18.5	0.8	0.1	0.9	0.1	0.2	0.3	12.9	6.9	19.8
Education	8.0	12.5	20.5	0.7	0.7	1.4	0.4	0.8	1.1	9.0	14.0	23.1
Human health and social work activities	2.0	2.7	4.7	0.1	0.1	0.2	0.2	0.1	0.3	2.2	2.9	5.1
Arts, entertainment and recreation	0.2	0.1	0.3	0.0	0.0	0.1	0.1	0.0	0.1	0.3	0.1	0.4
Other service activities	0.2	0.1	0.3	0.2	0.1	0.2	0.5	0.3	0.7	0.8	0.5	1.3
Total	38.8	28.4	67.2	11.8	5.4	17.2	11.7	3.9	15.6	62.3	37.7	100.0
Number	23,788	17,388	41,176	7,251	3,321	10,572	7,155	2,406	9,561	38,194	23,115	61,309

In Government sector, table 2.5b, 96.8 percent of its workers were engaged as permanent employees and most of them were engaged in education; 34.7 percent and in public administration and defence compulsory social security; 34.0 percent. On casual workers, there were 2 percent only, out of total employment, and they were mainly engaged in education industry. The term with the least number of workers is the contract bases, there were about 1.3 percent only and mainly was engaged in public administration and defence compulsory social security, which accounted for 1.1 percent.

Table2.5b: Percentage Distribution of Employment by Industry, Employment Term and Sex – Government

Industry	Permanent			Contract			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	5.5	2.6	8.1	0.0	0.0	0.0	0.0	0.0	0.0	5.5	2.6	8.1
Mining and quarrying	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1
Manufacturing	0.2	0.2	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.2	0.4
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	0.0	0.0	0.0
Water supply sewerage waste management	1.8	1.7	3.5	0.0	0.0	0.0	0.0	0.1	0.2	1.8	1.8	3.7
Construction	3.4	0.5	3.9	0.0	0.0	0.0	0.0	0.0	0.0	3.4	0.5	3.9
Wholesale, retail trade, repair of motor vehicles and motorcycle	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Transportation and storage	0.5	0.2	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.2	0.7
Accommodation and food service activities	0.0	0.0	0.0	0.1	0.2	0.3	0.0	0.0	0.1	0.2	0.2	0.4
Information and communication	1.0	0.8	1.8	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.8	1.8
Financial and insurance activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	0.5	0.2	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.2	0.7
Administrative and support service activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Public administration and defence compulsory social security	21.8	12.2	34.0	0.7	0.1	0.8	0.2	0.3	0.6	22.8	12.6	35.3
Education	12.8	21.9	34.7	0.1	0.0	0.1	0.5	0.6	1.1	13.4	22.5	35.9
Human health and social work activities	3.6	4.8	8.4	0.0	0.0	0.0	0.0	0.0	0.0	3.6	4.8	8.5
Arts, entertainment and recreation	0.2	0.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.4
Other service activities	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.2
Total Percent	51.6	45.2	96.8	1.0	0.3	1.3	0.8	1.1	2.0	53.4	46.6	100.0
Total Number	16,647	14,583	31,230	320	89	409	271	361	632	17,238	15,033	32,271

In Parastatal, table 2.5c, 74.2 percent of its workers were engaged as permanent employees. Most of them were engaged water supply sewerage waste management, 15.2 percent and transportation and storage 14.6 percent. For casual workers parastatal has 18.5 percent out of his total employment and they were mainly engaged in transportation and storage industry accounting to 16.9 percent. Workers engaged in contract bases were 7.3 percent only and were mainly engaged in transportation and storage, 2.1 percent and Financial and insurance activities about 2.1 percent out of the total.

Table2.5c: Percentage Distribution of Employment by Industry, Sector and Sex – Parastatal

Industry	Permanent Employment			Contract Employment			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and 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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Manufacturing	0.5	0.5	1.0	0.4	0.0	0.5	0.1	0.0	0.1	1.0	0.5	1.5
Electricity gas steam and air conditioning supply	9.7	2.1	11.8	0.8	0.1	0.9	0.0	0.0	0.0	10.5	2.2	12.7
Water supply sewerage waste management	13.7	1.5	15.2	0.0	0.0	0.0	0.0	0.0	0.0	13.7	1.5	15.2
Construction	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Wholesale, retail trade, repair of motor vehicles and motorcycle	5.0	1.8	6.8	0.0	0.0	0.0	1.1	0.0	1.1	6.2	1.8	7.9
Transportation and storage	11.3	3.2	14.6	2.0	0.5	2.4	12.7	4.2	16.9	26.0	7.9	33.9
Accommodation and food service activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Information and communication	0.6	0.5	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.5	1.1
Financial and insurance activities	4.2	2.6	6.8	1.2	0.9	2.1	0.0	0.0	0.0	5.5	3.5	9.0
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative and support service activities	0.3	0.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.1	0.4
Public administration and defence compulsory social security	5.7	3.0	8.7	0.3	0.0	0.3	0.0	0.0	0.0	5.9	3.0	9.0
Education	4.9	2.3	7.2	0.7	0.3	1.0	0.3	0.1	0.4	5.9	2.7	8.6
Human health and social work activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Arts, entertainment and recreation	0.3	0.4	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.4	0.8
Other service activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Percent	56.3	17.9	74.2	5.4	1.9	7.3	14.1	4.4	18.5	75.8	24.2	100.0
Total Number	2,622	835	3,457	251	88	339	659	204	863	3,532	1,127	4,659

In private sector, table 2.5d, the sector which had most employees, was contract bases accounted for 40 percent. They were mainly engaged in accommodation and food service activities, about 19.5 percent. For casual workers, private sector had 33.1 percent out of total employment in the sector, mainly engaged in wholesale, retail trade, repair of motor vehicles and motorcycle industry, and manufacturing for about 10.5 and 9.7 percent respectively. Only 26.6 percent of its workers were engaged in permanent terms and most of them were engaged in accommodation and food service activities, 11.0 percent.

Table 2.5d: Percentage Distribution of Employment by Industry, Sector and Sex – Private

Industry	Permanent Employment			Contract Employment			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	0.4	0.0	0.4	0.8	2.4	3.2	0.3	0.0	0.3	1.5	2.4	3.9
Mining and quarrying	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.3	0.5	0.3	0.3	0.6
Manufacturing	1.4	0.4	1.9	2.3	0.4	2.7	8.3	1.3	9.7	12.1	2.1	14.2
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	0.0	0.0	0.0
Water supply sewerage waste management	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Construction	0.5	0.1	0.6	0.5	0.1	0.6	0.4	0.0	0.4	1.5	0.2	1.6
Wholesale, retail trade, repair of motor vehicles and motorcycle	1.6	0.5	2.1	4.9	1.5	6.4	9.0	1.6	10.5	15.5	3.5	19.0
Transportation and storage	1.5	0.3	1.8	0.3	0.0	0.3	0.5	0.0	0.5	2.3	0.3	2.6
Accommodation and food service activities	7.7	3.3	11.0	13.9	5.5	19.5	4.1	1.9	6.1	25.7	10.8	36.5
Information and communication	2.0	0.7	2.6	0.3	0.3	0.6	0.4	0.1	0.5	2.7	1.1	3.7
Financial and insurance activities	0.3	0.1	0.4	0.1	0.1	0.2	0.0	0.0	0.0	0.4	0.2	0.6
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	0.0	0.0	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.2
Administrative and support service activities	0.4	0.0	0.4	0.9	0.2	1.1	0.3	0.1	0.4	1.5	0.4	1.9
Public administration and defence compulsory social security	0.0	0.0	0.0	1.1	0.1	1.2	0.0	0.0	0.0	1.1	0.1	1.2
Education	2.3	2.0	4.3	1.4	1.8	3.2	0.2	1.2	1.3	3.9	4.9	8.8
Human health and social work activities	0.2	0.4	0.6	0.2	0.2	0.4	0.5	0.4	0.8	0.9	0.9	1.8
Arts, entertainment and recreation	0.0	0.0	0.0	0.1	0.1	0.2	0.2	0.0	0.2	0.3	0.1	0.4
Other service activities	0.3	0.2	0.6	0.4	0.2	0.5	1.2	0.7	1.8	1.9	1.1	2.9
Total	18.5	8.1	26.6	27.4	12.9	40.3	25.5	7.6	33.1	71.5	28.5	100.0
Total	4,519	1,970	6,489	6,680	3,144	9,824	6,225	1,841	8,066	17,424	6,955	24,379

Table 2.6 below shows the distribution of total employment by industry, sectors and sex. Out of 52.6 percent of Government employees, 18.6 and 18.9 percent were engaged in education and public administration and defence compulsory social security respectively. These industries are the main government employer, which employed more than half of the total government employees. In the Government parastatals, the main industry is Transportation and storage which engaged 2.6 percent out of 7.6 percent. As for private sector, 14.5 percent out of 39.8 percent were engaged in accommodation and food service activities followed by wholesale, retail trade, repair of motor vehicles and motorcycle 7.6 percent.

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

Industry	Government			Government Parastatals			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	2.9	1.4	4.3	0.0	0.0	0.0	0.6	1.0	1.6	3.5	2.3	5.8
Mining and quarrying	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.2	0.2	0.1	0.3
Manufacturing	0.1	0.1	0.2	0.1	0.0	0.1	4.8	0.9	5.6	5.0	1.0	6.0
Electricity gas steam and air conditioning supply	0.0	0.0	0.0	0.8	0.2	1.0	0.0	0.0	0.0	0.8	0.2	1.0
Water supply sewerage waste management	1.0	1.0	1.9	1.0	0.1	1.2	0.0	0.0	0.0	2.0	1.1	3.1
Construction	1.8	0.3	2.1	0.0	0.0	0.0	0.6	0.1	0.7	2.4	0.3	2.7
Wholesale, retail trade, repair of motor vehicles and motorcycle	0.0	0.0	0.0	0.5	0.1	0.6	6.2	1.4	7.6	6.6	1.5	8.2
Transportation and storage	0.3	0.1	0.4	2.0	0.6	2.6	0.9	0.1	1.1	3.2	0.8	4.0
Accommodation and food service activities	0.1	0.1	0.2	0.0	0.0	0.0	10.2	4.3	14.5	10.3	4.4	14.7
Information and communication	0.5	0.4	1.0	0.0	0.0	0.1	1.1	0.4	1.5	1.6	0.9	2.5
Financial and insurance activities	0.0	0.0	0.0	0.4	0.3	0.7	0.2	0.1	0.2	0.6	0.4	0.9
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	0.3	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.1	0.3	0.1	0.4
Administrative and support service activities	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.2	0.8	0.6	0.2	0.8
Public administration and defence compulsory social security	12.0	6.6	18.6	0.5	0.2	0.7	0.4	0.0	0.5	12.9	6.9	19.8
Education	7.1	11.8	18.9	0.4	0.2	0.7	1.5	2.0	3.5	9.0	14.0	23.1
Human health and social work activities	1.9	2.5	4.4	0.0	0.0	0.0	0.3	0.4	0.7	2.2	2.9	5.1
Arts, entertainment and recreation	0.1	0.1	0.2	0.0	0.0	0.1	0.1	0.0	0.2	0.3	0.1	0.4
Other service activities	0.1	0.0	0.1	0.0	0.0	0.0	0.7	0.4	1.2	0.8	0.5	1.3
Total Percent	28.1	24.5	52.6	5.8	1.8	7.6	28.4	11.3	39.8	62.3	37.7	100.0
Total Number	17,238	15,033	32,271	3,532	1,127	4,659	17,424	6,955	24,379	38,194	23,115	61,309

Table 2.7 shows the composition of employees by sector, citizenship and sex. Non-citizen employees refer to Non Tanzanian employees. The data shows that non-citizen employees were very few, (less than one percent) and all of them were engaged in Private sector. Out of 0.8 percent of total non-citizen employees 0.6 percent were male and female were 0.2 percent). Citizen employees accounted for 99.2 percent where male were 61.1 percent and female were 37.2 percent.

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

Sector	Citizen			Non-citizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	28.1	24.5	52.6	0.0	0.0	0.0	28.1	24.5	52.6
Government parastatal	5.8	1.8	7.6	0.0	0.0	0.0	5.8	1.8	7.6
Private	27.3	10.9	39.0	0.6	0.2	0.8	27.8	11.1	39.8
Total Percent	61.1	37.2	99.2	0.6	0.2	0.8	61.7	37.5	100.0
Total Number	37,468	22,825	60,801	363	145	508	37,831	22,970	61,309

The most industry in engaging non-citizens is accommodation and food service activities whereby more than half (60.6 percent) were employed in this industry. Other industry employed non-citizens was education with 13.8 percent of the total non-citizen as shown in table 2.8 below.

Table2.8: Number of Employment by Industry, Citizenship and Sex

Industry	Citizen			Non-citizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	5.7	6.2	5.9	0.8	0.0	0.6	5.6	6.2	5.8
Mining and quarrying	0.3	0.3	0.3	0.0	0.0	0.0	0.3	0.3	0.3
Manufacturing	8.0	2.6	6.0	8.3	1.4	6.3	8.0	2.6	6.0
Electricity gas steam and air conditioning supply	1.3	0.5	1.0	0.0	0.0	0.0	1.3	0.4	1.0
Water supply sewerage waste management	3.3	2.8	3.1	0.0	0.0	0.0	3.2	2.8	3.1
Construction	3.9	0.9	2.7	2.8	0.7	2.2	3.8	0.9	2.7
Wholesale, retail trade, repair of motor vehicles and motorcycle	10.7	4.1	8.2	4.1	1.4	3.3	10.6	4.1	8.2
Transportation and storage	5.1	2.2	4.0	1.7	0.0	1.2	5.1	2.2	4.0
Accommodation and food service activities	16.1	11.3	14.3	58.1	66.9	60.6	16.5	11.7	14.7
Information and communication	2.6	2.4	2.5	4.7	0.0	3.3	2.6	2.4	2.5
Financial and insurance activities	0.9	0.9	0.9	1.4	0.0	1.0	0.9	0.9	0.9
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	0.5	0.3	0.4	0.0	0.0	0.0	0.5	0.3	0.4
Administrative and support service activities	1.0	0.4	0.8	1.1	1.4	1.2	1.0	0.4	0.8
Public administration and defence compulsory social security	20.8	18.4	19.9	1.9	3.4	2.4	20.7	18.3	19.8
Education	14.5	37.3	23.1	11.6	19.3	13.8	14.5	37.2	23.1
Human health and social work activities	3.6	7.7	5.2	2.8	4.8	3.3	3.6	7.7	5.1
Arts, entertainment and recreation	0.4	0.4	0.4	0.3	0.7	0.4	0.4	0.4	0.4
Other service activities	1.3	1.2	1.3	0.6	0.0	0.4	1.3	1.2	1.3
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	37,831	22,970	60,801	363	145	508	38,194	23,115	61,309

Annex: Chapter Two

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

Sector	Total		
	Male	Female	Total
Government	17,238	15,033	32,271
Government Parastatal	3,532	1,127	4,659
Private	17,424	6,955	24,379
Total	38,194	23,115	61,309

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

Sector	Permanent Employment			Contract Employment			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	16,647	14,583	31,230	320	89	409	271	361	632	17,238	15,033	32,271
Government Parastatal	2,622	835	3,457	251	88	339	659	204	863	3,532	1,127	4,659
Private	4,519	1,970	6,489	6,680	3,144	9,824	6,225	1,841	8,066	17,424	6,955	24,379
Total	23,788	17,388	41,176	7,251	3,321	10,572	7,155	2,406	9,561	38,194	23,115	61,309

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

Industry	Sex		Total
	Male	Female	
Agriculture forestry and fishing	2,147	1,435	3,582
Mining and quarrying	110	66	176
Manufacturing	3,046	609	3,655
Electricity gas steam and air conditioning supply	488	104	592
Water supply sewerage waste management	1,235	652	1,887
Construction	1,467	204	1,671
Wholesale, retail trade, repair of motor vehicles and motorcycle	4,062	943	5,005
Transportation and storage	1,936	510	2,446
Accommodation and food service activities	6,320	2,696	9,016
Information and communication	998	553	1,551
Financial and insurance activities	351	218	569
Real estate activities	0	0	0
Professional, scientific and technical activities	182	66	248
Administrative and support service activities	388	98	486
Public administration and defence compulsory social security	7,892	4,227	12,119
Education	5,545	8,591	14,136
Human health and social work activities	1,378	1,778	3,156
Arts, entertainment and recreation	155	89	244
Other service activities	494	276	770
Total	38,194	23,115	61,309

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

Industry	Permanent			Contract			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	1,874	850	2,724	193	584	777	80	1	81	2,147	1,435	3,582
Mining and quarrying	49	0	49	0	0	0	61	66	127	110	66	176
Manufacturing	430	190	620	578	96	674	2,038	323	2,361	3,046	609	3,655
Electricity gas steam and air conditioning supply	450	99	549	38	5	43	0	0	0	488	104	592
Water supply sewerage waste management	1,215	612	1,827	7	0	7	13	40	53	1,235	652	1,887
Construction	1,231	180	1,411	134	15	149	102	9	111	1,467	204	1,671
Wholesale, retail trade, repair of motor vehicles and motorcycle	624	192	816	1,204	369	1,573	2,234	382	2,616	4,062	943	5,005
Transportation and storage	1,061	276	1,337	163	31	194	712	203	915	1,936	510	2,446
Accommodation and food service activities	1,865	808	2,673	3,435	1,404	4,839	1,020	484	1,504	6,320	2,696	9,016
Information and communication	822	464	1,286	72	72	144	104	17	121	998	553	1,551
Financial and insurance activities	265	152	417	86	66	152	0	0	0	351	218	569
Real estate activities	0	0	0	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	151	53	204	31	13	44	0	0	0	182	66	248
Administrative and support service activities	101	15	116	217	53	270	70	30	100	388	98	486
Public administration and defence compulsory social security	7,303	4,066	11,369	517	51	568	72	110	182	7,892	4,227	12,119
Education	4,925	7,649	12,574	402	455	857	218	487	705	5,545	8,591	14,136
Human health and social work activities	1,212	1,649	2,861	56	38	94	110	91	201	1,378	1,778	3,156
Arts, entertainment and recreation	95	60	155	23	29	52	37	0	37	155	89	244
Other service activities	115	73	188	95	40	135	284	163	447	494	276	770
Total	23,788	17,388	41,176	7,251	3,321	10,572	7,155	2,406	9,561	38,194	23,115	61,309

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

Industry	Government			Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	1,787	840	2,627	0	0	0	360	595	955	2,147	1,435	3,582
Mining and quarrying	38	0	38	0	0	0	72	66	138	110	66	176
Manufacturing	59	63	122	48	23	71	2,939	523	3,462	3,046	609	3,655
Electricity gas steam and air conditioning supply	0	0	0	488	104	592	0	0	0	488	104	592
Water supply sewerage waste management	596	584	1,180	639	68	707	0	0	0	1,235	652	1,887
Construction	1,112	160	1,272	0	0	0	355	44	399	1,467	204	1,671
Wholesale, retail trade, repair of motor vehicles and motorcycle	0	0	0	287	82	369	3,775	861	4,636	4,062	943	5,005
Transportation and storage	163	59	222	1,210	370	1,580	563	81	644	1,936	510	2,446
Accommodation and food service activities	55	68	123	0	0	0	6,265	2,628	8,893	6,320	2,696	9,016
Information and communication	324	271	595	27	23	50	647	259	906	998	553	1,551
Financial and insurance activities	0	0	0	254	164	418	97	54	151	351	218	569
Real estate activities	0	0	0	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	157	54	211	0	0	0	25	12	37	182	66	248
Administrative and support service activities	0	0	0	14	4	18	374	94	468	388	98	486
Public administration and defence compulsory social security	7,342	4,055	11,397	276	142	418	274	30	304	7,892	4,227	12,119
Education	4,326	7,263	11,589	273	127	400	946	1,201	2,147	5,545	8,591	14,136
Human health and social work activities	1,165	1,562	2,727	0	0	0	213	216	429	1,378	1,778	3,156
Arts, entertainment and recreation	76	39	115	16	20	36	63	30	93	155	89	244
Other service activities	38	15	53	0	0	0	456	261	717	494	276	770
Total	17,238	15,033	32,271	3,532	1,127	4,659	17,424	6,955	24,379	38,194	23,115	61,309

Table 2.6:2: Total Employment by Industry, Employment Term and Sex – Government

Industry	Permanent			Contract			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	1,784	840	2,624	3	0	3	0	0	0	1,787	840	2,627
Mining and quarrying	38	0	38	0	0	0	0	0	0	38	0	38
Manufacturing	58	63	121	1	0	1	0	0	0	59	63	122
Electricity gas steam and air conditioning supply	0	0	0	0	0	0	0	0	0	0	0	0
Water supply sewerage waste management	576	544	1,120	7	0	7	13	40	53	596	584	1,180
Construction	1,103	160	1,263	1	0	1	8	0	8	1,112	160	1,272
Wholesale, retail trade, repair of motor vehicles and motorcycle	0	0	0	0	0	0	0	0	0	0	0	0
Transportation and storage	163	59	222	0	0	0	0	0	0	163	59	222
Accommodation and food service activities	0	0	0	41	56	97	14	12	26	55	68	123
Information and communication	319	271	590	5	0	5	0	0	0	324	271	595
Financial and insurance activities	0	0	0	0	0	0	0	0	0	0	0	0
Real estate activities	0	0	0	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	151	53	204	6	1	7	0	0	0	157	54	211
Administrative and support service activities	0	0	0	0	0	0	0	0	0	0	0	0
Public administration and defence compulsory social security	7,037	3,922	10,959	233	23	256	72	110	182	7,342	4,055	11,397
Education	4,142	7,056	11,198	20	8	28	164	199	363	4,326	7,263	11,589
Human health and social work activities	1,163	1,561	2,724	2	1	3	0	0	0	1,165	1,562	2,727
Arts, entertainment and recreation	76	39	115	0	0	0	0	0	0	76	39	115
Other service activities	37	15	52	1	0	1	0	0	0	38	15	53
Total	16,647	14,583	31,230	320	89	409	271	361	632	17,238	15,033	32,271

Table 2.7.2: Total Employment by Industry, Employment Term and Sex – Parastatals

Industry	Permanent			Contract			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	0	0	0	0	0	0	0	0	0	0	0	0
Mining and quarrying	0	0	0	0	0	0	0	0	0	0	0	0
Manufacturing	24	21	45	19	2	21	5	0	5	48	23	71
Electricity gas steam and air conditioning supply	450	99	549	38	5	43	0	0	0	488	104	592
Water supply sewerage waste management	639	68	707	0	0	0	0	0	0	639	68	707
Construction	0	0	0	0	0	0	0	0	0	0	0	0
Wholesale,retail trade,repair of motor vehicles and motorcyc	234	82	316	2	0	2	51	0	51	287	82	369
Transportation and storage	528	150	678	92	22	114	590	198	788	1,210	370	1,580
Accommodation and food service activities	0	0	0	0	0	0	0	0	0	0	0	0
Information and communication	27	23	50	0	0	0	0	0	0	27	23	50
Financial and insurance activities	198	121	319	56	43	99	0	0	0	254	164	418
Real estate activities	0	0	0	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	0	0	0	0	0	0	0	0	0	0	0	0
Administrative and support service activities	14	4	18	0	0	0	0	0	0	14	4	18
Public administration and defence compulsory social security	264	141	405	12	1	13	0	0	0	276	142	418
Education	228	106	334	32	15	47	13	6	19	273	127	400
Human health and social work activities	0	0	0	0	0	0	0	0	0	0	0	0
Arts, entertainment and recreation	16	20	36	0	0	0	0	0	0	16	20	36
Other service activities	0	0	0	0	0	0	0	0	0	0	0	0
Total	2,622	835	3,457	251	88	339	659	204	863	3,532	1,127	4,659

Table 2.8:2: Total Employment by Industry, Employment Term and Sex – Private

Industry	Permanent Employment			Contract Employment			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	90	10	100	190	584	774	80	1	81	360	595	955
Mining and quarrying	11	0	11	0	0	0	61	66	127	72	66	138
Manufacturing	348	106	454	558	94	652	2,033	323	2,356	2,939	523	3,462
Electricity gas steam and air conditioning supply	0	0	0	0	0	0	0	0	0	0	0	0
Water supply sewerage waste management	0	0	0	0	0	0	0	0	0	0	0	0
Construction	128	20	148	133	15	148	94	9	103	355	44	399
Wholesale, retail trade, repair of motor vehicles and motorcycle	390	110	500	1202	369	1571	2,183	382	2,565	3,775	861	4,636
Transportation and storage	370	67	437	71	9	80	122	5	127	563	81	644
Accommodation and food service activities	1865	808	2673	3394	1348	4742	1,006	472	1,478	6,265	2,628	8,893
Information and communication	476	170	646	67	72	139	104	17	121	647	259	906
Financial and insurance activities	67	31	98	30	23	53	0	0	0	97	54	151
Real estate activities	0	0	0	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	0	0	0	25	12	37	0	0	0	25	12	37
Administrative and support service activities	87	11	98	217	53	270	70	30	100	374	94	468
Public administration and defence compulsory social security	2	3	5	272	27	299	0	0	0	274	30	304
Education	555	487	1042	350	432	782	41	282	323	946	1,201	2,147
Human health and social work activities	49	88	137	54	37	91	110	91	201	213	216	429
Arts, entertainment and recreation	3	1	4	23	29	52	37	0	37	63	30	93
Other service activities	78	58	136	94	40	134	284	163	447	456	261	717
Total	4519	1970	6489	6680	3144	9824	6,225	1,841	8,066	17,424	6,955	24,379

Table2.9:2: Total Employment by Industry, Sector and Sex

Sector	Citizen			Non-citizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	17,218	15,021	32,255	10	6	16	17,228	15,027	32,271
Government Parastatal	3,528	1,125	4,656	2	1	3	3,530	1,126	4,659
Private	16,722	6,679	23,890	351	138	489	17,073	6,817	24,379
Total	37,468	22,825	60,801	363	145	508	37,831	22,970	61,309

Table2.10:2: Number of Employment by Industry, Citizenship and Sex

Industry	Citizen			Non-citizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture forestry and fishing	2,144	1,435	3,579	3	0	3	2,147	1,435	3,582
Mining and quarrying	110	66	176	0	0	0	110	66	176
Manufacturing	3,016	607	3,623	30	2	32	3,046	609	3,655
Electricity gas steam and air conditioning supply	488	104	592	0	0	0	488	104	592
Water supply sewerage waste management	1,235	652	1,887	0	0	0	1,235	652	1,887
Construction	1,457	203	1,660	10	1	11	1,467	204	1,671
Wholesale, retail trade, repair of motor vehicles and motorcycle	4,047	941	4,988	15	2	17	4,062	943	5,005
Transportation and storage	1,930	510	2,440	6	0	6	1,936	510	2,446
Accommodation and food service activities	6,109	2,599	8,708	211	97	308	6,320	2,696	9,016
Information and communication	981	553	1,534	17	0	17	998	553	1,551
Financial and insurance activities	346	218	564	5	0	5	351	218	569
Real estate activities	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	182	66	248	0	0	0	182	66	248
Administrative and support service activities	384	96	480	4	2	6	388	98	486
Public administration and defence compulsory social security	7,885	4,222	12,107	7	5	12	7,892	4,227	12,119
Education	5,503	8,563	14,066	42	28	70	5,545	8,591	14,136
Human health and social work activities	1,368	1,771	3,139	10	7	17	1,378	1,778	3,156
Arts, entertainment and recreation	154	88	242	1	1	2	155	89	244
Other service activities	492	276	768	2	0	2	494	276	770
Total	37,831	22,970	60,801	363	145	508	38,194	23,115	61,309

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 analysis includes regular citizens only.

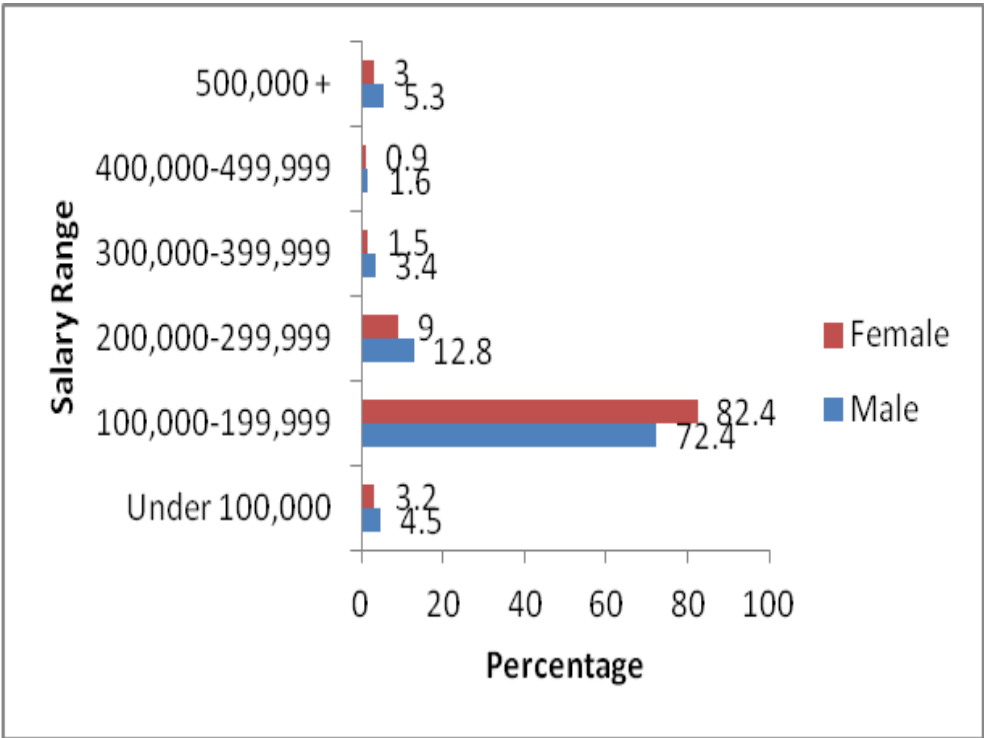
Majority of employees (77 percent) earned between TAS 100,000 to 199,999 and four percent of employees earn less than TAS 100,000, Table 3.1 and figure 3.1. This shows that about 80 percent of workers earned less than TAS 200,000 per month (76.9 percent for male and 85.6 percent for female). In addition there was large disparity in gross earnings for both male and female. Very few employees earned TAS 500,000 and above accounting to 4.3 percent only; whereby for male is 5.3 percent and for female 3 percent. The least group with 1.3 percent earned between TAS 400,000 to 499,999.

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

Wage Group (TAS)	Sex		Total
	Male	Female	
Under 100,000	4.5	3.2	4.0
100,000-199,999	72.4	82.4	76.6
200,000-299,999	12.8	9.0	11.2
300,000-399,999	3.4	1.5	2.6
400,000-499,999	1.6	0.9	1.3
500,000 +	5.3	3.0	4.3
Total Percent	100.0	100.0	100.0
Total Number	23,789	17,388	41,176

Figure 3.1 shows the distribution of salary in salary range by sex, whereby in all ranges there are more male than female except on the range between TAS 100,000 - 199,999.

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



3.2: Regular Citizen Employees by Sector and Salary Range

The Government sector remained to be the main employer, but with the least salary compared to other sectors. Out of total workers, 87.4 percent were paid less than TAS 200,000 per month and very few (1.2 percent) paid were more than TAS 500,000 per month. Almost 52 percent of workers engaged in Government parastatals earned between TAS 100,000 to 199,999 while 17.5 earned more than TAS 500,000 per month.

Private sector is the only sector that paid salary under TAS 100,000 whereby 25 percent of workers fell in this range. As observed in other sector, the private sector also had many workers who earned TAS 100,000 to 199,999. On average 80.6 percent of total workers paid less than TAS 200,000 while only 4.3 percent earned TAS 500,000 and above.

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

Wage Group	Government			Government Parastatal			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	23.5	28.6	25.1	4.5	3.2	4.0
100,000-199,999	84.9	90.2	87.4	53.3	46.8	51.8	37.4	40.1	38.2	72.4	82.4	76.6
200,000-299,999	11.6	8.3	10.1	18.2	17.5	18.0	14.3	10.5	13.1	12.8	9.0	11.2
300,000-399,999	1.1	0.7	0.9	9.1	8.5	9.0	8.2	4.2	7.0	3.4	1.5	2.6
400,000-499,999	0.6	0.2	0.4	3.5	4.4	3.8	4.2	4.4	4.2	1.6	0.9	1.3
500,000 +	1.8	0.6	1.2	15.8	22.8	17.5	12.4	12.3	12.3	5.3	3.0	4.3
Total Percent	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 Number	16,647	14,583	31,230	2,623	835	3,458	4,519	1,970	6,489	23,789	17,388	41,176

Table 3.3 shows the distribution of wage group by industry. There are some industries that paid less than TAS 100,000 per month. Employees who earned TAS 500,000 and above; 26 percent were engaged in information and communication, 23 percent & 16 percent were engaged in public administration and defence compulsory social security and financial and insurance activities respectively.

Table 3.3: Percentage Distribution of Regular Citizen by Industry and Wage Group

Industry	Wage Groups					
	Under 100,000	100,000-199,999	200,000-299,999	300,000-399,999	400,000-499,999	500,000 +
Agriculture forestry and fishing	0.6	8.5	1.1	0.4	0.4	0.8
Mining and quarrying	0.5	0.1	0.0	0.0	0.0	0.0
Manufacturing	7.7	1.0	1.0	2.3	3.1	2.5
Electricity gas steam and air conditioning supply	0.0	0.0	4.7	21.7	13.6	2.0
Water supply sewerage waste management	0.0	5.6	2.0	0.9	0.8	0.1
Construction	0.9	2.4	13.4	1.1	1.1	0.6
Wholesale, retail trade, repair of motor vehicles and motorcycle	8.8	1.4	2.5	1.1	2.9	2.3
Transportation and storage	2.5	3.0	5.1	4.2	3.1	2.5
Accommodation and food service activities	31.6	3.9	7.6	18.5	23.1	5.9
Information and communication	0.0	2.0	1.5	10.2	6.7	26.0
Financial and insurance activities	0.1	0.1	0.9	1.8	6.7	16.6
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	0.1	0.4	0.1	3.1	0.6	2.7
Administrative and support service activities	0.8	0.3	0.2	0.4	0.2	0.1
Public administration and defence compulsory social security	29.0	30.2	15.3	14.3	16.6	23.0
Education	15.3	34.0	28.7	10.0	12.2	11.9
Human health and social work activities	1.5	6.3	15.3	8.5	8.6	2.0
Arts, entertainment and recreation	0.0	0.5	0.2	0.1	0.2	0.1
Other service activities	0.8	0.3	0.6	1.4	0.2	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

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

Wage Group	Sex		Total
	Male	Female	
Under 100,000	1,064	563	1,626
100,000-199,999	17,223	14,334	31,556
200,000-299,999	3,057	1,558	4,615
300,000-399,999	799	258	1,057
400,000-499,999	377	153	530
500,000 +	1,270	521	1,791
Total	23,789	17,388	41,176

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

Wage Group	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 100,000	0	0	0	0	0	0	1,064	563	1,626	1,064	563	1,626
100,000 - 199,999	14,132	13,154	27,286	1,399	391	1,790	1,691	789	2,480	17,223	14,334	31,556
200,000 - 299,999	1,933	1,206	3,139	477	146	623	646	206	853	3,057	1,558	4,615
300,000 - 399,999	189	104	293	239	71	310	370	83	454	799	258	1,057
400,000 - 499,999	95	30	125	93	37	130	189	86	275	377	153	530
500,000 +	297	89	386	414	190	604	558	242	800	1,270	521	1,791
Total	16,647	14,583	31,230	2,623	835	3,458	4,519	1,970	6,489	23,789	17,388	41,176

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

Industry	Wage Group												Total		
	Under 100,000		100,000-199,999		200,000-299,999		300,000-399,999		400,000-499,999		500,000 +				
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Agriculture forestry and fishing	5	9	837	1,801	5	46	1	3	0	2	2	13	850	1,874	2,724
Mining and quarrying	0	11	0	38	0	0	0	0	0	0	0	0	0	49	49
Manufacturing	32	141	126	191	9	37	5	19	3	13	15	29	190	430	620
Electricity gas steam and air conditioning supply	0	0	0	1	39	176	41	186	16	55	3	32	99	450	549
Water supply sewerage waste management	0	0	586	1,135	26	66	0	9	0	4	0	1	612	1,215	1,827
Construction	5	15	91	658	81	533	2	9	0	6	1	10	180	1,231	1,411
Wholesale, retail trade, repair of motor vehicles and motorcycle	28	171	136	299	22	92	3	9	0	15	3	38	192	624	816
Transportation and storage	6	50	206	736	36	199	17	27	4	12	7	37	276	1,061	1,337
Accommodation and food service activities	236	477	381	812	91	258	31	162	41	80	28	76	808	1,865	2,673
Information and communication	0	1	297	320	6	61	3	104	5	30	153	306	464	822	1,286
Financial and insurance activities	0	2	5	20	10	33	5	14	19	16	113	180	152	265	417
Real estate activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Industry	Wage Group												Total		
	Under 100,000		100,000-199,999		200,000-299,999		300,000-399,999		400,000-499,999		500,000 +				
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Professional, scientific and technical activities	0	2	30	87	1	2	8	24	0	3	14	33	53	151	204
Administrative and support service activities	0	17	12	70	2	9	1	3	0	1	0	1	15	101	116
Public administration and defence compulsory social security	240	414	3,387	5,983	258	444	59	91	21	66	101	305	4,066	7,303	11,369
Education	217	128	6,768	3,763	546	773	39	66	20	44	59	151	7,649	4,925	12,574
Human health and social work activities	23	10	1,150	807	409	293	36	53	23	22	8	27	1,649	1,212	2,861
Arts, entertainment and recreation	0	0	58	86	1	7	0	1	1	0	0	1	60	95	155
Other service activities	10	7	40	68	14	14	7	8	0	1	2	17	73	115	188
Total	805	1,445	14,082	16,727	1,557	3,031	258	785	153	370	520	1,249	17,388	23,788	41,176

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 earnings by sector for the month of June 2010 as reported in the survey.

Table 4.1 shows that, the total amount paid to all employees for the year 2010/11 were TAS 139,820 million. Female paid less (46,368 million) of the total salary compared to their male counterparts (93,452 TAS million).

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

Industry	Male	Female	Total
Government	32,982	27,369	60,351
Government Parastatal	13,455	4,363	17,818
Private	47,015	14,636	61,651
Total	93,452	46,368	139,820

Table 4.2 shows the composition of annual Earnings by Sectors. As reported in chapter two that, the government sector is leading in contribution to employment, but the annual earnings of the total salary is less (43 percent) as compared to the annual earnings of private sectors (44 percent)

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

Industry	Male	Female	Total
Government	35	59	43
Government Parastatal	14	9	13
Private	50	32	44
Total	100	100	100

Table 4.3 shows that, out of 43.2 percent of total salary paid to government workers, 19.6 percent was paid to females. Nearly 13 percent of total salary accounted to Parastatals with only 3.1 percent paid to females. Out of 44.1 percent of total salary paid to employees in private sectors, only 10.5 percent goes to female.

Table 4.3: Composition of Annual Earning by Sector and Sex

Industry	Male	Female	Total
Government	23.6	19.6	43.2
Government Parastatal	9.6	3.1	12.7
Private	33.6	10.5	44.1
Total	66.8	33.2	100

The average monthly salary of total the employees by Sector presented in Table 4.4. The results confirm that, the average monthly wage of employees was TAS 190,048. The Government Parastatals have the highest average wage (TAS 318,701). Average Monthly salaries by gender shows that, females earn less (TAS 167,164) compared to males (TAS 203,898). The trend also experienced in all sectors.

Table 4.4: Average Monthly Earning of Total Employees by Sector and Sex

Industry	Male	Female	Total
Government	159,445	151,717	155,845
Government Parastatal	322,618	317,451	318,701
Private	224,858	175,362	210,737
Total	203,898	167,164	190,048

Table 4.5 shows average monthly earnings of regular employees only. On average regular employees earn TAS 208,119 per month; whereas females earn less compared to males in all sectors.

Table 4.5: Average Monthly Earning of Regular Employees by Sector and Sex

Sector	Male	Female	Total
Government	159,818	154,592	157,378
Government Parastatal	360,567	331,365	338,418
Private	412,709	314,550	382,909
Total	226,768	182,606	208,119

Average Monthly Wage of Regular Citizen employees shows in table 4.6. The results revealed that, workers in mining and quarrying have the lowest average wage (TAS 101,400) compared to other industries. The Financial and Insurance activities industry reported the highest average monthly wage (TAS 939,057) followed by Information and communication (TAS 816,873) and Professional, scientific and technical activities (TAS 571,964). The average wage is low to females in almost all industries.

Table 4.6: Monthly Average Wage of Regular Citizen Employees by Industry

Industry	Male	Female	Total
Agriculture forestry and fishing	117,718	104,587	113,620
Mining and quarrying	101,400	0	101,400
Manufacturing	195,250	138,321	177,804
Electricity gas steam and air conditioning supply	358,878	343,782	356,155
Water supply sewerage waste management	123,300	105,584	117,366
Construction	121,184	117,518	120,716
Wholesale, retail trade, repair of motor vehicles and motorcycle	223,431	197,600	217,353
Transportation and storage	217,622	178,697	209,587
Accommodation and food service activities	295,640	227,451	275,028
Information and communication	968,298	548,617	816,873
Financial and insurance activities	1,014,001	808,398	939,057
Real estate activities	0	0	0
Professional, scientific and technical activities	583,915	567,769	571,964
Administrative and support service activities	371,697	159,510	186,948
Public administration and defence compulsory social security	182,980	159,270	174,500
Education	189,084	164,419	174,080
Human health and social work activities	192,033	200,739	197,051
Arts, entertainment and recreation	142,360	147,632	144,400
Other service activities	237,472	178,827	214,701
Total	226,768	182,606	208,119

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

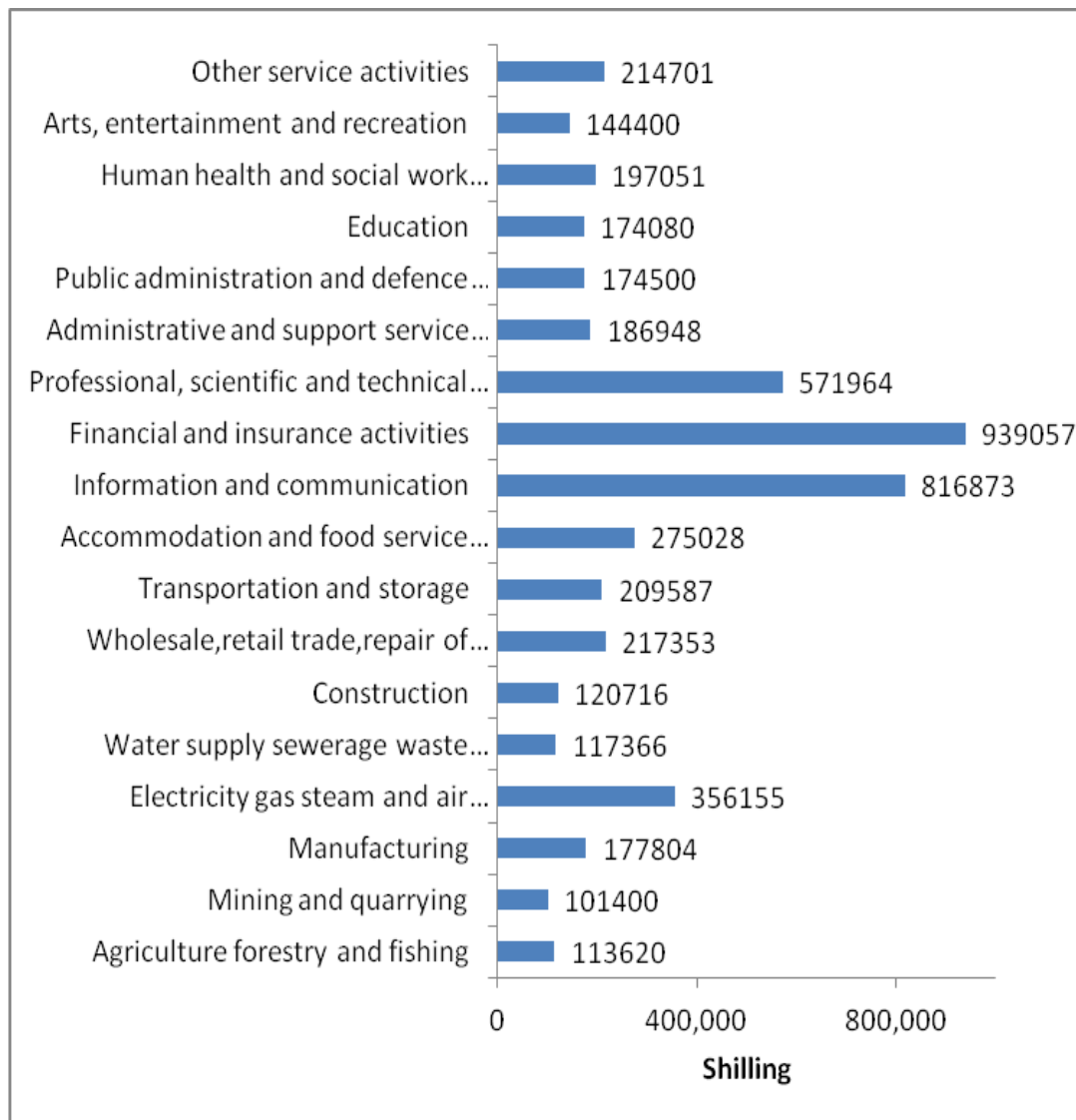


Table 4.7 shows the total cash earnings of regular employees by Industry. A total of 41,176 employees were engaged as regular workers. Education, Public administration and defence compulsory social security and Information and communication industries have the highest amount of earnings among all industries. These were 25.5, 23.1 and 12.2 percent respectively.

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 engaged in education and Human health and social work activities.

Table 4.7: Percentage of Cash Earnings of Regular Employees by Industry, and Sex

Industry	Male	Female	Total
Agriculture forestry and fishing	4.1	2.8	3.6
Mining and quarrying	0.1	0.0	0.1
Manufacturing	1.6	0.8	1.3
Electricity gas steam and air conditioning supply	3.0	1.1	2.3
Water supply sewerage waste management	2.8	2.0	2.5
Construction	2.8	0.7	2.0
Wholesale, retail trade, repair of motor vehicles and motorcycle	2.6	1.2	2.1
Transportation and storage	4.3	1.6	3.3
Accommodation and food service activities	10.2	5.8	8.6
Information and communication	14.7	8.0	12.2
Financial and insurance activities	5.0	3.9	4.6
Real estate activities	0.0	0.0	0.0
Professional, scientific and technical activities	1.6	1.0	1.4
Administrative and support service activities	0.3	0.2	0.3
Public administration and defence compulsory social security	24.7	20.4	23.1
Education	17.2	39.6	25.5
Human health and social work activities	4.3	10.4	6.6
Arts, entertainment and recreation	0.3	0.3	0.3
Other service activities	0.5	0.4	0.5
Total Percent	100.0	100.0	100.0

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Table 4.1.4: Total Cash Earnings by Sector and Sex

Sector	Total
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	Male	Female	Total
Government	32,982,184,284	27,369,190,104	60,351,374,388
Government parastatal	13,454,845,536	4,363,081,320	17,817,926,856
Private	47,015,087,064	14,635,702,644	61,650,789,708
Total	93,452,116,884	46,367,974,068	139,820,090,952

Table 4.2.4: Total Cash Earning by Status of Employment and Sex- Government

Status	Male	Female	Total
Permanent	31,925,850,960	27,053,045,268	58,978,896,228
Contract	919,049,820	133,351,068	1,052,400,888
Casual	137,283,504	182,793,768	320,077,272
Total	32,982,184,284	27,369,190,104	60,351,374,388

Table 4.3.4: Total Cash Earning by Status of Employment and Sex- Parastatal

Status	Male	Female	Total
Permanent	10,426,072,476.00	3,612,877,344.00	14,038,949,820.00
Contract	781,098,672.00	333,018,816.00	1,114,117,488.00
Casual	2,247,674,388.00	417,185,160.00	2,664,859,548.00
Total	13,454,845,536	4,363,081,320	17,817,926,856

Table 4.4.4: Total Cash Earning by Status of Employment and Sex- Private

Status	Male	Female	Total
Permanent	22,439,776,223	7,471,847,832	29,911,624,056
Contract	15,095,369,436	5,495,413,008	20,590,782,444
Casual	9,479,941,404	1,668,441,804	11,148,383,208
Total	47,015,087,063	14,635,702,644	61,650,789,708

Table 4.5.4: Total Cash Earnings by Sector, Employment Status and Sex . (shs in million)

	Permanent			Contract			Casual		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	31,926	27,053	58,979	919	133	1,052	137	183	320
Government parastatal	10,426	3,613	14,039	781	333	1,114	2,248	417	2,665
Private	22,380	7,436	29,816	15,095	5,495	20,591	9,480	1,668	11,148
Total	64,732	38,102	102,834	16,796	5,962	22,757	11,865	2,268	14,133

Table 4.6.4: Annual cash Earnings by Industry, Employment Status and Sex

Industry	Permanent			Contract			Casual			Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture forestry and fishing	2,303,384	1,041,926	3,345,311	8,400	0	8,400	0	0	0	3,353,711
Mining and quarrying	50,383	0	50,383	0	0	0	0	0	0	50,383
Manufacturing	98,295	82,594	180,889	4,560	0	4,560	0	0	0	185,449
Electricity gas steam and air conditioning supply	0	0	0	0	0	0	0	0	0	0
Water supply sewerage waste management	771,130	671,909	1,443,038	12,568	0	12,568	15,324	49,610	64,934	1,520,540
Construction	1,502,127	213,458	1,715,585	1,743	0	1,743	7,680	0	7,680	1,725,007
Wholesale, retail trade, repair of motor vehicles and motorcycle	0	0	0	0	0	0	0	0	0	0
Transportation and storage	225,219	73,296	298,515	0	0	0	0	0	0	298,515
Accommodation and food service activities	0	0	0	40,717	55,052	95,769	13,569	11,520	25,089	120,858
Information and communication	779,217	439,347	1,218,565	14,979	0	14,979	0	0	0	1,233,543
Financial and insurance activities	0	0	0	0	0	0	0	0	0	0
Real estate activities	0	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	1,028,797	371,370	1,400,167	45,929	1,975	47,903	0	0	0	1,448,071
Administrative and support service activities	0	0	0	0	0	0	0	0	0	0
Public administration and defence compulsory social security	14,611,613	7,159,844	21,771,457	729,086	53,500	782,586	63,998	79,184	143,181	22,697,225
Education	7,841,548	13,205,923	21,047,471	51,295	15,288	66,583	36,713	42,480	79,193	21,193,248
Human health and social work activities	2,528,043	3,716,487	6,244,530	9,774	7,536	17,310	0	0	0	6,261,840
Arts, entertainment and recreation	126,198	56,220	182,419	0	0	0	0	0	0	182,419
Other service activities	59,896	20,669	80,566	0	0	0	0	0	0	80,566
Total	31,925,851	27,053,045	58,978,896	919,050	133,351	1,052,401	137,284	182,794	320,077	60,351,374

**Table 4.7.4: Annual Cash Earnings by Industry, Employment Status and Gender - Parastatal (TAS
"000)**

Industry	Permanent			Contract			Casual			Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture forestry and fishing	0	0	0	0	0	0	0	0	0	0
Mining and quarrying	0	0	0	0	0	0	0	0	0	0
Manufacturing	77,127	51,074	128,201	18,240	1,920	20,160	4,680	0	4,680	153
Electricity gas steam and air conditioning supply	1,937,939	408,413	2,346,352	81,280	91,414	172,693	0	0	0	2,519
Water supply sewerage waste management	1,026,584	103,503	1,130,088	0	0	0	0	0	0	1,130
Construction	0	0	0	0	0	0	0	0	0	0
Wholesale, retail trade, repair of motor vehicles and motorcycle	607,765	179,541	787,307	7,560	0	7,560	1,001,306	0	1,001,306	1,796
Transportation and storage	1,220,181	360,751	1,580,932	174,000	41,251	215,251	1,238,274	413,771	1,652,045	3,448
Accommodation and food service activities	0	0	0	0	0	0	0	0	0	0
Information and communication	54,404	47,708	102,113	0	0	0	0	0	0	102
Financial and insurance activities	2,689,391	1,209,324	3,898,715	267,123	127,489	394,612	0	0	0	4,293
Real estate activities	0	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	0	0	0	0	0	0	0	0	0	0
Administrative and support service activities	23,555	22,069	45,623	0	0	0	0	0	0	46
Public administration and defence compulsory social security	1,407,183	605,598	2,012,781	71,060	1,440	72,500	0	0	0	2,085
Education	1,348,611	574,822	1,923,433	161,836	69,505	231,341	3,414	3,414	6,828	2,162
Human health and social work activities	0	0	0	0	0	0	0	0	0	0
Arts, entertainment and recreation	33,332	50,074	83,406	0	0	0	0	0	0	83
Other service activities	0	0	0	0	0	0	0	0	0	0
Activities of households as employers; undifferentiated good	0	0	0	0	0	0	0	0	0	0
Activities of extraterritorial organizations and bodies	0	0	0	0	0	0	0	0	0	0
Total	10,426,072	3,612,877	14,038,950	781,099	333,019	1,114,117	2,247,674	417,185	2,664,860	17,818

Table 4.8.4: Annual Cash Earnings by Industry, Employment Status and Gender - Private
(TAS "000)

Industry	Permanent			Contract			Casual			Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture forestry and fishing	343,854	24,859	368,713	214,550	523,349	737,900	81,038	360	81,398	1,188,011
Mining and quarrying	9,240	0	9,240	0	0	0	72,600	57,168	129,768	139,008
Manufacturing	832,070	181,705	1,013,775	774,120	148,526	922,646	3,005,879	221,276	3,227,155	5,163,576
Electricity gas steam and air conditioning supply	0	0	0	0	0	0	0	0	0	0
Water supply sewerage waste management	0	0	0	0	0	0	0	0	0	0
Construction	288,000	40,380	328,380	498,061	48,951	547,012	137,694	12,048	149,742	1,025,134
Wholesale,retail trade,repair of motor vehicles and motorcyc	1,065,284	275,729	1,341,013	1,425,232	506,196	1,931,428	4,060,080	410,940	4,471,020	7,743,461
Transportation and storage	1,325,369	157,799	1,483,168	231,273	2,172	233,445	181,800	6,000	187,800	1,904,413
Accommodation and food service activities	6,616,426	2,205,369	8,821,795	5,952,216	2,916,628	8,868,844	1,105,039	458,663	1,563,702	19,254,341
Information and communication	8,717,669	2,567,641	11,285,311	3,593,759	287,480	3,881,238	119,148	12,696	131,844	15,298,393
Financial and insurance activities	535,134	265,193	800,327	95,760	88,111	183,871	0	0	0	984,198
Real estate activities	0	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	0	0	0	81,744	61,800	143,544	0	0	0	143,544
Administrative and support service activities	169,771	44,837	214,608	478,560	123,180	601,740	75,113	48,660	123,773	940,121
Public administration and defence compulsory social security	16,800	5,640	22,440	230,280	26,100	256,380	0	0	0	278,820
Education	1,984,692	1,310,981	3,295,673	1,115,184	617,731	1,732,915	26,700	131,139	157,839	5,186,427
Human health and social work activities	264,890	255,731	520,622	220,825	71,750	292,575	176,322	115,320	291,642	1,104,839
Arts, entertainment and recreation	2,760	0	2,760	29,160	23,040	52,200	39,120	0	39,120	94,080
Other service activities	267,815	135,984	403,799	154,644	50,400	205,044	399,408	194,172	593,580	1,202,423
Activities of households as employers; undifferentiated good	0	0	0	0	0	0	0	0	0	0
Activities of extraterritorial organizations and bodies	0	0	0	0	0	0	0	0	0	0
Total	22,439,776	7,471,848	29,911,624	15,095,369	5,495,413	20,590,782	9,479,941	1,668,442	11,148,383	61,650,790

CHAPTER FIVE: WAGE BILL

5.0 Introduction

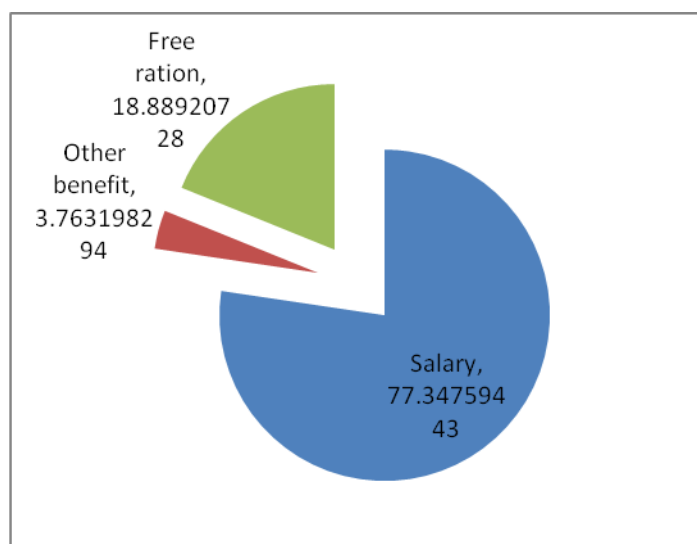
Wage-bill includes gross cash remuneration accrued as earnings of employee and cost of free ration and other benefit paid by employers in respect of their employees. Table 5.1 shows the distribution of wage bill by sector which includes annual salary, free ration and costs of other benefits.

On average, free ration to wage bill is about 19 percent. In a government sector, 81 percent of its total wage bill used for paying salaries where parastatals and private sectors pay 68 percent and 78 percent respectively. In generally, 77 percent of the total wage bill paid as salaries. (Table and Figure 5.1).

Table 5.1: Composition of Annual Wage Bill by Sector.

Sector	Salary	Other Bene- fit	Free Ration	Wage Bill
Government	80.6	1.7	17.7	100.0
Government Parastatal	67.6	3.2	29.3	100.0
Private	77.5	5.9	16.5	100.0
Total	77.3	3.8	18.9	100.0

Figure 5.1: Total Composition of Annual wage Bill



The Composition of annual Wage Bill by Industry shown in Table 5.2. On average, 77.3 percent of the total wage bill used for paying salaries. Agriculture, hunting and forestry; Mining and Quarrying and Health and Social Work industry spent more than 90 percent of its total wage bill for paying salaries, these means that workers are getting very few benefits apart from their salaries. Accommodation and food service activities have the highest payment of free ration. Administrative and support service activities has highest percent of other benefit followed by Public administration and defence compulsory social security.

Table 5.2: Composition of Annual Wage Bill by Industry.- All Sectors

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture forestry and fishing	88.0	1.0	11.0	100
Mining and quarrying	99.7	0.3	0.0	100
Manufacturing	88.0	2.2	9.8	100
Electricity gas steam and air conditioning supply	55.3	3.3	41.5	100
Water supply sewerage waste management	77.1	0.4	22.6	100
Construction	78.9	4.7	16.4	100
Wholesale, retail trade, repair of motor vehicles and motorcycle	93.0	1.3	5.6	100
Transportation and storage	74.7	6.5	18.9	100
Accommodation and food service activities	68.6	13.3	18.1	100
Information and communication	78.2	0.1	21.7	100
Financial and insurance activities	69.3	2.9	27.7	100
Real estate activities	0.0	0.0	0.0	0
Professional, scientific and technical activities	80.1	0.2	19.7	100
Administrative and support service activities	64.3	5.1	30.6	100
Public administration and defence compulsory social security	67.6	3.8	28.6	100
Education	88.1	0.4	11.5	100
Human health and social work activities	93.6	0.2	6.2	100
Arts, entertainment and recreation	81.8	0.7	17.5	100
Other service activities	91.5	0.2	8.3	100
Total Percent	77.3	3.8	18.9	100
Total Number	139,820	6,803	34,146	180,769

Looking at the composition of annual wage bill by industry in a Government sector (Table 5.3) the results show that, 80.6 percent of total wage bill used for paying salaries and only 1.7 percent of wage bill was free ration. Mining and quarrying industry used its full annual wage bill to pay salaries while Construction, Education and Human health and social work activities spent more than 90 percent of its wage bill for paying salaries.

Table 5.3: Composition of Annual Wage Bill by Industry.- Government

Industry	Salary	Free ration	Other Benefit	Wage bill
Agriculture forestry and fishing	89.2	0.0	10.7	100.0
Mining and quarrying	100.0	0.0	0.0	100.0
Manufacturing	80.6	0.0	19.4	100.0
Electricity gas steam and air conditioning supply	0.0	0.0	0.0	0.0
Water supply sewerage waste management	81.8	0.4	17.8	100.0
Construction	92.1	0.0	7.9	100.0
Wholesale, retail trade, repair of motor vehicles and motorcycle	0.0	0.0	0.0	0.0
Transportation and storage	89.8	2.0	8.2	100.0
Accommodation and food service activities	79.1	0.5	20.4	100.0
Information and communication	79.3	0.8	19.9	100.0
Financial and insurance activities	0.0	0.0	0.0	0.0
Real estate activities	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	79.1	0.2	20.7	100.0
Administrative and support service activities	0.0	0.0	0.0	0.0
Public administration and defence compulsory social security	69.1	3.8	27.2	100.0
Education	90.7	0.0	9.3	100.0
Human health and social work activities	94.3	0.0	5.7	100.0
Arts, entertainment and recreation	83.8	0.6	15.6	100.0
Other service activities	46.7	0.2	53.1	100.0
Total	80.6	1.7	17.7	100.0

The composition of annual wage bill by industry in Parastatal (Table 5.4) the results show that, 67.6 percent of total wage bill used for paying salaries and only 3.2 percent of wage bill was free ration. Wholesale, retail trade, repair of motor vehicles and motorcycle used its almost 83 percent of its annual wage bill to pay salaries which is highest while Electricity gas steam and air conditioning supply spent 55 percent of its wage bill for paying salaries (lowest).

Table 5.4: Composition of Annual Wage Bill by Industry- Parastatal

Sector	Salary	Free ration	Other Benefit	Wage bill
Agriculture forestry and fishing	0.0	0.0	0.0	0.0
Mining and quarrying	0.0	0.0	0.0	0.0
Manufacturing	82.3	0.0	17.7	100.0
Electricity gas steam and air conditioning supply	55.3	3.3	41.5	100.0
Water supply sewerage waste management	71.4	0.3	28.3	100.0
Construction	0.0	0.0	0.0	0.0
Wholesale, retail trade, repair of motor vehicles and motorcycle	82.9	0.7	16.4	100.0
Transportation and storage	76.5	5.3	18.3	100.0
Accommodation and food service activities	0.0	0.0	0.0	0.0
Information and communication	74.5	0.0	25.5	100.0
Financial and insurance activities	65.8	3.3	31.0	100.0
Real estate activities	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	0.0	0.0	0.0	0.0
Administrative and support service activities	71.9	1.6	26.6	100.0
Public administration and defence compulsory social security	57.9	4.5	37.6	100.0
Education	74.4	1.7	24.0	100.0
Human health and social work activities	0.0	0.0	0.0	0.0
Arts, entertainment and recreation	66.4	0.0	33.6	100.0
Other service activities	0.0	0.0	0.0	0.0
Total	67.6	3.2	29.2	100.0

The composition of annual wage bill by industry in Private sector (Table 5.5) the results show that, 77.5 percent of total wage bill used for paying salaries and only 5.9 percent of wage bill was free ration. Mining and quarrying used its almost all (99.6 percent) of its annual wage bill to pay salaries.

Table 5.5: Composition of Annual Wage Bill by Sector - Private

Sector	Salary	Free ration	Other Benefit	Wage bill
Agriculture forestry and fishing	84.6	3.7	11.7	100.0
Mining and quarrying	99.6	0.4	0.0	100.0
Manufacturing	88.5	2.4	9.1	100.0
Electricity gas steam and air conditioning supply	0.0	0.0	0.0	0.0
Water supply sewerage waste management	0.0	0.0	0.0	0.0
Construction	63.5	10.2	26.3	100.0
Wholesale, retail trade, repair of motor vehicles and motorcycle	95.7	1.5	2.8	100.0
Transportation and storage	69.9	9.0	21.1	100.0
Accommodation and food service activities	68.5	13.4	18.1	100.0
Information and communication	78.2	0.0	21.8	100.0
Financial and insurance activities	91.0	0.6	8.3	100.0
Real estate activities	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	92.1	0.0	7.9	100.0
Administrative and support service activities	64.0	5.3	30.8	100.0
Public administration and defence compulsory social security	43.8	1.9	54.3	100.0
Education	84.8	1.5	13.6	100.0
Human health and social work activities	89.5	1.2	9.3	100.0
Arts, entertainment and recreation	97.7	1.2	1.0	100.0
Other service activities	97.8	0.2	2.0	100.0
Total	77.5	5.9	16.5	100.0

Segregation data by industry and employment terms, the cost of 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, three percent for casual workers. Free ration paid 11 percent and other benefit were paid, 14 percent of total wage bill.

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

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

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

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	60,351	1,269	13,285	74,905
Government Parastatal	17,818	833	7,714	26,365
Private	61,651	4,701	13,147	79,498
Total	139,820	6,803	34,146	180,769

Table 5.2.5: Composition of Annual Wage Bill by Industry. TAS million

Sector	Salary	Free Ration	Other Ben- efit	Wage bill
Agriculture forestry and fishing	4,542	52	568	5,162
Mining and quarrying	189	1	0	190
Manufacturing	5,502	139	610	6,251
Electricity gas steam and air condi- tioning supply	2,519	149	1,890	4,557
Water supply sewerage waste man- agement	2,651	13	777	3,440
Construction	2,750	165	572	3,487
Wholesale, retail trade, repair of mo- tor vehicles and motorcycle	9,540	136	579	10,254
Transportation and storage	5,651	490	1,427	7,569
Accommodation and food service activities	19,375	3,768	5,107	28,250
Information and communication	16,634	16	4,619	21,269
Financial and insurance activities	5,278	222	2,112	7,611
Real estate activities	0	0	0	0
Professional, scientific and technical activities	1,592	4	391	1,986
Administrative and support service activities	986	78	470	1,534
Public administration and defence compulsory social security	25,061	1,409	10,627	37,097
Education	28,541	143	3,713	32,397
Human health and social work activi- ties	7,367	15	491	7,873
Arts, entertainment and recreation	360	3	77	440
Other service activities	1,283	3	116	1,402
Total	139,820	6,803	34,146	180,769

Table 5.3.5: Annual Wage Bill by Industry - Government TAS million

Industry	Salary	FREE RATION	OTHER BENE-FIT	TOTAL
Agriculture forestry and fishing	3,354	1	404	3,758
Mining and quarrying	50	0	0	50
Manufacturing	185	0	45	230
Electricity gas steam and air conditioning supply	0	0	0	0
Water supply sewerage waste management	1,521	7	330	1,858
Construction	1,725	0	148	1,873
Wholesale,retail trade,repair of motor vehicles and motorcyc	0	0	0	0
Transportation and storage	299	7	27	332
Accommodation and food service activities	121	1	31	153
Information and communication	1,234	13	310	1,556
Financial and insurance activities	0	0	0	0
Real estate activities	0	0	0	0
Professional, scientific and technical activities	1,448	4	379	1,830
Administrative and support service activities	0	0	0	0
Public administration and defence compulsory social security	22,697	1,234	8,926	32,857
Education	21,193	2	2,184	23,378
Human health and social work activities	6,262	0	376	6,638
Arts, entertainment and recreation	182	1	34	218
Other service activities	81	0	92	172
Total	60,351	1,269	13,285	74,905

Table 5.4.5 :Annual Wage bill by Industry - Parastatal

TAS million

Industry	Salary	FREE RATION	OTHER BENE- FIT	TOTAL
Agriculture forestry and fishing	0	0	0	0
Mining and quarrying	0	0	0	0
Manufacturing	153	0	33	186
Electricity gas steam and air conditioning supply	2,519	149	1,890	4,557
Water supply sewerage waste management	1,130	5	447	1,582
Construction	0	0	0	0
Wholesale, retail trade,repair of motor vehicles and motorcycle	1,796	15	355	2,166
Transportation and storage	3,448	238	824	4,510
Accommodation and food service activities	0	0	0	0
Information and communication	102	0	35	137
Financial and insurance activities	4,293	215	2,021	6,530
Real estate activities	0	0	0	0
Professional, scientific and technical activities	0	0	0	0
Administrative and support service activities	46	1	17	64
Public administration and defence compulsory social security	2,085	162	1,355	3,602
Education	2,162	48	696	2,905
Human health and social work activities	0	0	0	0
Arts, entertainment and recreation	83	0	42	126
Other service activities	0	0	0	0
Total	17,818	833	7,714	26,365

Table 5.5.5: Annual Wage Bill by Industry –Private TAS million

Industry	Salary	FREE RATION	OTHER BENEFIP	TOTAL
Agriculture forestry and fishing	1,188	51	164	1,404
Mining and quarrying	139	1	0	140
Manufacturing	5,164	139	533	5,835
Electricity gas steam and air conditioning supply	0	0	0	0
Water supply sewerage waste management	0	0	0	0
Construction	1,025	165	424	1,614
Wholesale, retail trade, repair of motor vehicles and motorcyc	7,743	121	224	8,089
Transportation and storage	1,904	246	576	2,726
Accommodation and food service activities	19,254	3,767	5,076	28,097
Information and communication	15,298	3	4,274	19,575
Financial and insurance activities	984	7	90	1,081
Real estate activities	0	0	0	0
Professional, scientific and technical activities	144	0	12	156
Administrative and support service activities	940	77	453	1,470
Public administration and defence compulsory social security	279	12	346	637
Education	5,186	94	833	6,113
Human health and social work activities	1,105	15	115	1,235
Arts, entertainment and recreation	94	1	1	96
Other service activities	1,202	3	25	1,230
Total	61,651	4,701	13,147	79,498

Table 5.6.5: Total Wage Bill by Industry and Employment Terms -TAS million

Industry	Regular	Cotract	Casual	Free Ration	Other Benefit	wage bill
Agriculture forestry and fishing	3,714	746	81	52	568	5,162
Mining and quarrying	60	0	130	1	0	190
Manufacturing	1,323	947	3,232	139	610	6,251
Electricity gas steam and air conditioning supply	2,346	173	0	149	1,890	4,558
Water supply sewerage waste management	2,573	13	65	13	777	3,441
Construction	2,044	549	157	165	572	3,487
Wholesale,retail trade,repair of motor vehicles and motorcyc	2,128	1,939	5,472	136	579	10,255
Transportation and storage	3,363	449	1,840	490	1,427	7,568
Accommodation and food service activities	8,822	8,965	1,589	3,768	5,107	28,250
Information and communication	12,606	3,896	132	16	4,619	21,269
Financial and insurance activities	4,699	578	0	222	2,112	7,612
Real estate activities	0	0	0	0	0	0
Professional, scientific and technical activities	1,400	191	0	4	391	1,987
Administrative and support service activities	260	602	124	78	470	1,534
Public administration and defence compulsory social security	23,807	1,111	143	1,409	10,627	37,097
Education	26,267	2,031	244	143	3,713	32,397
Human health and social work activities	6,765	310	292	15	491	7,873
Arts, entertainment and recreation	269	52	39	3	77	440
Other service activities	484	205	594	3	116	1,402
Total	102,929	22,757	14,133	6,803	34,146	180,769

SURVEY QUESTIONNAIRE

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SECTION C: EMPLOYMENT AND EARNINGS

State the cash earnings for the months of June, 2009 of all regular employees before any deduction (basic salary)
Any allowance should be included in section E

Tshs					
Citizenship	Sex	Number of Regular Employees		Cash earnings during June 2009 (to the nearest shillings)	Average Salary for the month of June, 2009
(a)	(b)	(c)		(d)	(e) = (d)/(c)
Citizen (Tanzanian's)	Males	01	02		
	Females	03	04		
	Total	05	06		
Non - Citizen (Non Tanzanian's)	Males	07	08		
	Females	09	10		
	Total	11	12		

(b) Temporary Employees in Contract Basis

Tshs					
Citizenship	Sex	Number of Contract Employees		Cash earnings during June 2009 (to the nearest shillings)	Average Salary for the month of June, 2009
(a)	(b)	(c)		(d)	(e) = (d)/(c)
Citizen (Tanzanian's)	Males	01	02		
	Females	03	04		
	Total	05	06		
Non - Citizen (Non Tanzanian's)	Males	07	08		
	Females	09	10		
	Total	11	12		

SECTION D: Wage rate (shs per month)

Note: The distribution of employees and their salary range is for citizen only. The total should be the same as section C above

Salary Range and Sex	Male		Female	Total
Under 50,000/=	01	02		
50,000/= to 99,999/=	03	04		
100,000/= to 199,999/=	05	06		
200,000/= to 299,999/=	07	08		
300,000/= to 399,999/=	09	10		
400,000/= to 499,999/=	11	12		
500,000/= and Over	13	14		
TOTAL	15	16		

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SECTION H:

CURRENT JOB VACANCIES

Serial Number	1.Occupational Title	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
		TASCO											
1													
2													
3													
4													
5													
6													
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8													
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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