



REVOLUTIONARY GOVERNMENT OF ZANZIBAR



OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2014/15



REPORT

Office of the Chief Government Statistician, Zanzibar

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OFFICE OF THE CHIEF GOVERNMENTS STATISTICIAN

MINISTRY OF FINANCE AND PLANNING ZANZIBAR

REPORT

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY

2014/15 ZANZIBAR

APRIL, 2016

FOREWORD

The Formal Sector Employment and Earnings Survey (FSEES) reports are series of annual publications produced by Office of the Chief Government Statistician (OCGS). The 2014/15 FSEES report provides the basis of information on employment and earnings which cover all Government Ministries, Government Parastatal, and Private Institutions **engaging five or more employees. The survey excludes institutions with four or less employees**, servants in private households, non-salaried working proprietors, and non-salaried family workers. As for earnings the survey captures only payments in cash or in kind paid to employees. The survey excludes all payments done for office consumption like repairing of office, fuel for office vehicles, stationeries and the like.

The objective of the survey is to obtain information on employment and earnings **in the formal sector** 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 of Labour Statistics Unit under the Social and Demographic Statistics Section.

The Office of Chief Government Statistician invites constructive comments and contributions for further improvement of this report.

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LIST OF ABBREVIATIONS

FSEES Formal Sector Employment and Earnings Survey

GDP Gross Domestic Product

ISIC International Standard of Industrial Classification

NSSF National Social Security Fund

OCGS Office of the Chief Government Statistician

PPF Parastatal Pension Fund

TZS Tanzania Shillings

UN United Nations

ZSSF Zanzibar Social Security Fund

EXECUTIVE SUMMARY

Formal Sector Employment and Earnings survey 2014/15 is an annual survey conducted by the Office of the Chief Government Statistician, Department of Demographic and Social Statistics, Labour Statistics Unit under Social Statistics Section. The survey covers only formal establishments. The main objective of the survey was to provide information on employment and earnings which can be used for planning, policy formulation, and in decision-making processes. The specific objectives were to obtain total number of employees from formal establishment from both government and private sectors, to obtain salary paid to employees and wage bill used for employees. The survey collects information on employees, such as total number, sex, citizenship, employment term, earnings, allowances and other benefits paid to employees.

Employment

The number of employed persons in formal sectors was 53,193 out of which 30,757 (57.8 percent) were males and 22,436 (42.2 percent) were females. Out of total employment, 59.3 percent were engaged in Government sector, 31.1 percent in private sector, and 9.6 percent in Government Parastatal.

Classification by terms of employment reported that 73.1 percent of total employment (38,888 employees) was regular. Temporary and casual employees comprised 21.2 percent (11,282 employees) and 5.7 percent (3,023 employees) respectively. Non-citizen employees account for only 1.4 percent of total formal employment.

Employment by industry shows that about 25.5 percent of employees were engaged in education while 22.6 percent were in public administration. The industry with the least number of employees was real estate which has 0.2 percent of total employment.

Wage Rate

On average more than half (57.9 percent) of regular citizen employees earn between TZS 100,000 and 299,999 per month. In Government sector majority of regular citizen employees (32.8 percent) earn between TZS 200,000 and 299,999 while for Government parastatals majority (29.2 percent) earn from TZS 500,000 and above. For private sector, 46.0 percent of employees earn TZS 100,000 to TZS

199,999. Majority of female regular citizens (36.3 percent) earn between TZS 200,000-299,999 per month while most of male employees (32 percent) earn between TZS 100,000 and 199,999 per month.

Cash Earnings

The average monthly salary of regular employees was TZS 417,865 per month where males earn TZS 434,999 and females earn TZS 397,520 per month. The average monthly salary of Parastatal employees was observed to be TZS 588,043 the Government employees' average salary was 406,862 while for private was 341,395. Generally male employees earned more (TZS 434,999 per month) than female employees (TZS 397,520 per month).

Finance and insurance activity industry had the highest monthly average cash earnings (TZS 1,528,755) followed by electricity, gas, steam and air conditioning supply (TZS 1,023,655) and professional, scientific and technical activities (TZS 608,143). Administrative and support service activities had the lowest monthly average cash earnings (TZS 160,978).

Annual Wage Bill

According to this survey, the annual wage bill is the employers cost which includes annual salary, free ration and other benefit. The percentage share of annual salary was high compared to percentage share of other benefit and free ration. On average the percentage share of annual salary to the total wage bill was 76.7 percent while the percentage share of other benefits was 18.5 percent.

Summary of Key Indicators by Sex, 2014/15 Formal Sector Employment and Earnings Survey

| Indicators | Male | Female | Total |
|---|----------------|----------------|----------------|
| Total Employees | 30,757 | 22,436 | 53,193 |
| Government | 15,848 | 15,685 | 31,533 |
| Government Parastatal | 3,551 | 1,557 | 5,108 |
| Private | 11,338 | 5,214 | 16,552 |
| Total Employment by Types of Contact | | | |
| Regular Employees | 21,149 | 22,221 | 38,888 |
| Temporary Employees | 7,672 | 3,610 | 11,282 |
| Casual Employees | 1,936 | 1,087 | 3,023 |
| Regular Employment by Citizenship | | | |
| Citizen | 30,191 | 22,241 | 52,432 |
| Non citizen | 546 | 215 | 761 |
| Distribution of Citizen Employees by Sector and Wage Rates | | | |
| Government | 14,963 | 14,990 | 29,953 |
| Below TZS 200,000 | 5,066 | 3,533 | 8,599 |
| Between 200,000 and 499,999 | 7,730 | 10,353 | 18,083 |
| TZS 500,000+ | 2,167 | 1,104 | 3,271 |
| Government Parastatal | 2,838 | 1,162 | 4,000 |
| Below TZS 200,000 | 255 | 49 | 304 |
| Between 200,000 and 499,999 | 1,766 | 761 | 2,527 |
| TZS 500,000+ | 817 | 352 | 1,169 |
| Private | 3,122 | 1,470 | 4,592 |
| Below TZS 200,000 | 1,396 | 819 | 2,215 |
| Between 200,000 and 499,999 | 1,241 | 491 | 1,732 |
| TZS 500,000+ | 485 | 160 | 645 |
| Average Monthly Earning by Sector | 420,356 | 393,392 | 406,862 |
| Government | 596,688 | 566,931 | 588,043 |
| Government Parastatal | 358,200 | 305,703 | 341,395 |
| Private | 434,999 | 397,520 | 417,865 |

CHAPTER ONE: CONCEPT, DEFINITION AND SURVEY METHODOLOGY

1.0 Introduction

Formal Sector Employment and Earnings Survey (FSEES) 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 institutions as well as all registered private establishments except military institutions. This survey also excludes servants in private households, non-salaried working proprietors, and non-salaried family workers.

1.1 Objective of the Survey

The main objective of FSEES is to obtain comprehensive data on the number of employment in formal sectors and the status of Employment and the Earnings as well as to have the information and characteristics of the Labour Market. The specific objectives were:-

- To obtain the total number of employees from formal establishment both government and private sectors.
- To obtain salary paid to employees.
- To obtain wage bill paid by employer.

1.2 The Scope

The term scope refers to the description of the types of establishments and geographical areas covered by the survey. The survey covers only formal sector employment and categorized by industry in accordance with the International Standard of Industrial Classification (ISIC) Revision 4 of the standard definitions and classification. The survey also uses TASCO codes which revised from ISCO 1988 in classifying employees by occupation.

1.3 Concepts and Definitions

1.3.1 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.

1.3.2 Regular Employee

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

1.3.3 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.

1.3.4 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.

1.3.5 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.

1.3.6 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.

1.3.7 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.

1.3.8 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.

1.3.9 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.

1.3.10 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.

1.3.11 Government Sector

The term Government sector includes all Central Government and local Government establishment.

1.3.12 Parastatals

The term Parastatals includes autonomous Government Institutions.

1.3.13 Private Sector

The term Private sector includes profit making private establishments, non-profit making and co-operatives.

1.4 Methodology

Formal Sector Employment and Earnings Survey (FSEES) was conducted 2014/2015 by the Office of Chief Government Statistician. The survey based on formal establishment only for Zanzibar and data was collected from all Government institutions and **private establishment with five and above employees only and exclude private establishment with less than five employees regardless of been formal**. In this survey, establishment is the unit which is a legal economic entity engaging itself in one main kind of economic activity at a fixed location.

CHAPTER TWO: EMPLOYMENT

2.0 Introduction

The findings from this chapter present total employment as at June, 2015. This chapter shows the analysis of employees by sex, sector and industry. It also looks at the type of employment an employee has and their citizenship.

2.1 Employment by Sector

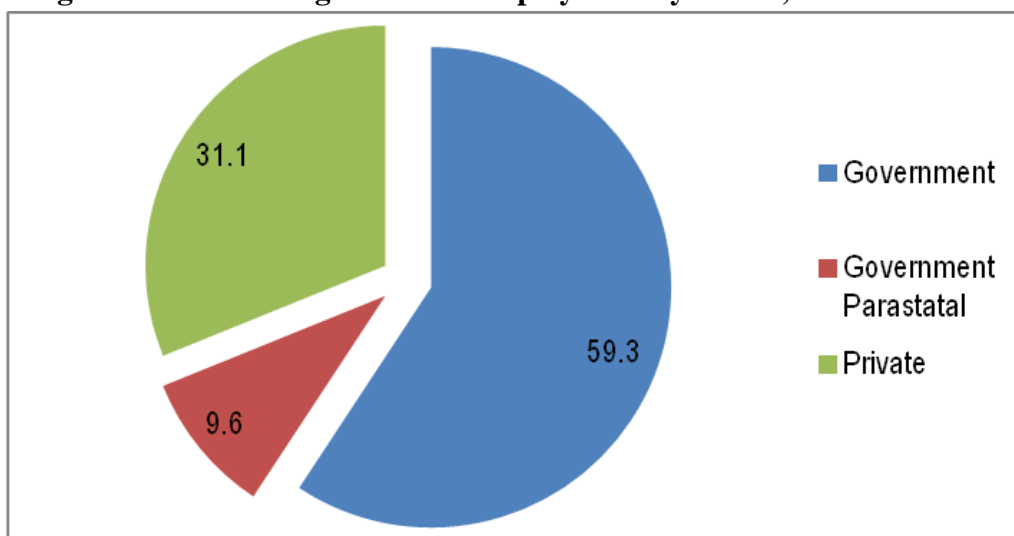
The result shows that, the total employment in 2014/15 was 53,193 persons (59.3 percent) were employed in Government sector, 9.6 percent in Government Parastatals and 31.1 percent in Private sector.

When looking within sex wise, out of 30,757 male employees, Government sector had more male employees (51.5 percent) than other two sectors. On the other hand, about 69.9 percent of female employees were employed in Government sector followed by those employed in private sector (23.2 percent), Table 2.1 and Figure 2.1.

Table 2. 1: Percentage of Total Employment by Sector and Sex, 2014/15 FSEES

| Sector | Male | Female | Total |
|-----------------------|---------------|---------------|---------------|
| Government | 51.5 | 69.9 | 59.3 |
| Government Parastatal | 11.5 | 6.9 | 9.6 |
| Private | 36.9 | 23.2 | 31.1 |
| Total Percent | 100 | 100 | 100 |
| Total Number | 30,757 | 22,436 | 53,193 |

Figure 2. 1: Percentage of Total Employment by Sector, 2014/15 FSEES



The results from Table 2.2 revealed that, almost 58 percent of total employments were male employees while 42 percent were female employees. Government Parastatals and private sectors had much variation between two sexes. Therefore, the proportion of female employees was almost double compared with the proportion of male employees while in Government sector; there was less discrepancy of which the proportion of male (50 percent) and female (49.7 percent) were almost the same.

Table 2. 2: Percentage of Total Employment by Sector and Sex, 2014/15 FSEES

| Sector | Male | Female | Percent | Number |
|-----------------------|-------------|-------------|------------|---------------|
| Government | 50.3 | 49.7 | 100 | 31,533 |
| Government Parastatal | 69.5 | 30.5 | 100 | 5,108 |
| Private | 68.6 | 31.4 | 100 | 16,552 |
| Total Percent | 57.8 | 42.2 | 100 | 53,193 |

The analysis from the findings depicts that, about three quarters (73.1 percent) of the total employment have permanent contracts and less than ten percent (5.7 percent) were casually employed, Figure 2.2.

Government sectors have more permanent works compared with the remaining sectors whereby eighty in every ten permanent employees (77.1 percent) were employed by the Government sector. While private sector have more workers with temporary contract (87.1

percent) than other two remaining types of contract employ more employees in; as contract employees and 60.2 percent as casual employees.

In all three types of contact, the Government sector employ more permanent male (70.8 percent) while more male employees (88.1 percent) with temporary contract in private sector and 60.2 percent casual employees.

Most female who work as casual employees were employed in private sector (50.4 percent) followed by Government Parastatal sector which account for 27.7 percent. On other hand, female employed temporary were more in private sector (84.9 percent). Female who were permanent employed were higher in Government sector (84.5 percent) compared to other sectors, Table 2.3.

Figure 2.2: Percentage of Total Employment by Type of Contact, 2014/15 FSEES

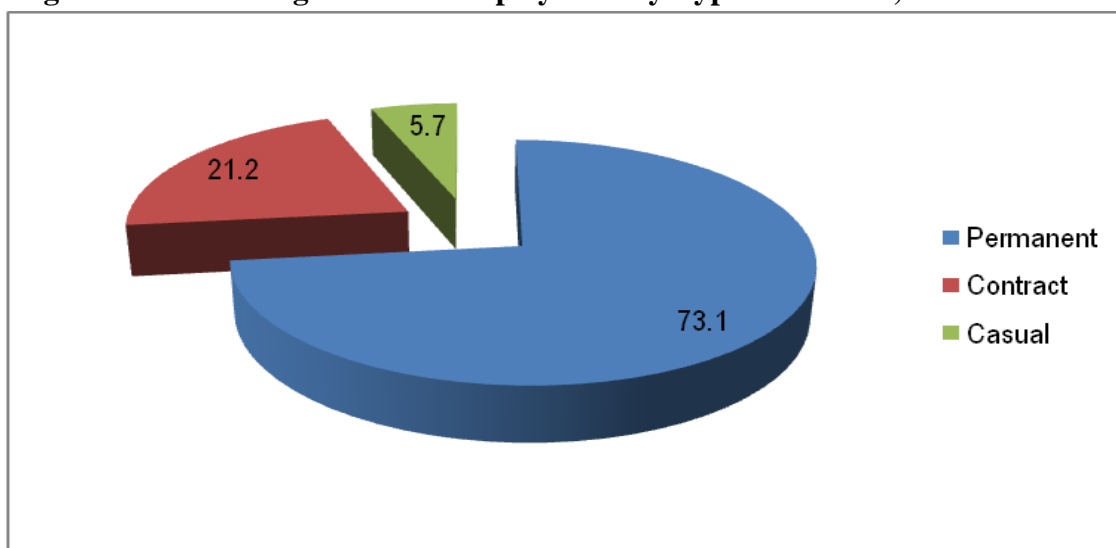


Table 2. 3: Percentage of Total Employment by Sector, Types of Contract and Sex, 2014/15 FSEES

| Sector | Permanent | | | Temporary | | | Casual | | | Total | | |
|-----------------------|---------------|---------------|---------------|--------------|--------------|---------------|--------------|--------------|--------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 70.8 | 84.5 | 77.1 | 8.9 | 12.5 | 10.1 | 9.4 | 21.9 | 13.9 | 51.5 | 69.9 | 59.3 |
| Government Parastatal | 13.4 | 6.6 | 10.3 | 3.0 | 2.6 | 2.8 | 24.9 | 27.7 | 25.9 | 11.6 | 6.9 | 9.6 |
| Private | 15.7 | 9.0 | 12.6 | 88.1 | 84.9 | 87.1 | 65.7 | 50.4 | 60.2 | 36.9 | 23.2 | 31.1 |
| Total Percent | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 21,149 | 17,739 | 38,888 | 7,672 | 3,610 | 11,282 | 1,936 | 1,087 | 3,023 | 30,757 | 22,436 | 53,193 |

Out of total employment (Table 2.4), almost all employees (98.6 percent) were citizen and about one percent was non citizen employees (1.4 percent). Most of citizen employees were in Government sector (60 percent) while majority of non citizen employees (90.8 percent) worked in private sector. The number of both male and female non citizen employees was higher in Private sector which accounted for 90.3 and 92.1 percent respectively while both male and female citizen workers were highly employed in Government sector (52.4 and 70.5 percent respectively).

Table 2. 4: Percentage Distribution of Total Employment by Sector, Citizenship and Sex, 2014/15 FSEES

| Sector | Citizen | | | Non Citizen | | | Total | | |
|-----------------------|---------------|---------------|---------------|-------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 52.3 | 70.5 | 60.0 | 7.7 | 5.6 | 7.1 | 51.5 | 69.9 | 59.3 |
| Government Parastatal | 11.7 | 7.0 | 9.7 | 2.0 | 2.3 | 2.1 | 11.5 | 6.9 | 9.6 |
| Private | 36.0 | 22.5 | 30.3 | 90.3 | 92.1 | 90.8 | 36.9 | 23.2 | 31.1 |
| Total Percent | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 30,211 | 22,221 | 52,432 | 546 | 215 | 761 | 30,757 | 22,436 | 53,193 |

2.2 Employment by Industry

Table 2.5 shows that, there was high variation within the industries whereby education depict the highest number of 13,585 employees out of the total employment followed by public administration and defense; compulsory social security with 12,027 number of employees and accommodation and food services activities with 8,443 employees.

The industries with least number of workers were other services activities (42 employees), real estate activities (129 employees) and mining and quarrying (164 employees).

Table 2. 5: Number of Total Employees by Industry and Sex, 2014/15 FSEES

| Industry | Male | Female | Total |
|--|---------------|---------------|---------------|
| Agriculture, forestry and fishing | 1,565 | 788 | 2,353 |
| Mining and Quarrying | 87 | 77 | 164 |
| Manufacturing | 1,019 | 452 | 1,471 |
| Electricity, gas, steam and air conditioning supply | 604 | 124 | 728 |
| Water supply; sewerage, waste management and remediation activities | 1,186 | 579 | 1,765 |
| Construction | 1,119 | 170 | 1,289 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 908 | 427 | 1,335 |
| Transportation and storage | 1,628 | 637 | 2,265 |
| Accommodation and food services activities | 5,845 | 2,598 | 8,443 |
| Information and communication | 898 | 507 | 1,405 |
| Financial and insurance activities | 475 | 257 | 732 |
| Real estate activities | 96 | 33 | 129 |
| Professional, Scientific and technical activities | 291 | 143 | 434 |
| Administrative and support service activities | 286 | 59 | 345 |
| Public administration and defense; compulsory social security | 7,341 | 4,686 | 12,027 |
| Education | 5,489 | 8,096 | 13,585 |
| Human health and social work activity | 1,722 | 2,671 | 4,393 |
| Art, entertainment and recreation | 170 | 118 | 288 |
| Other service activities | 28 | 14 | 42 |
| Total Employment | 30,757 | 22,436 | 53,193 |

Table 2.6 reveals that out of 31,533 Government workers, public administration, defense and compulsory social security and education have higher and almost the same proportion of workers compared to other industries with 35.5 and 35.7 percent respectively.

In the parastatal sector, transportation and storage was a leading industry with 34.8 percent of employees followed by electricity, gas, steam and air conditioning supply accounted for 14.3 percent. In Private sector, accommodation and food services activities had the highest proportion of employees with 50.3 percent.

Table 2. 6: Percentage Distribution of Total Employment by Industry, Sector and Sex, 2014/15 FSEES

| Industry | Government | | | Government Parastatal | | | Private | | | Total | | |
|--|---------------|---------------|---------------|-----------------------|--------------|--------------|---------------|--------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 9.9 | 5.0 | 7.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 5.1 | 3.5 | 4.4 |
| Mining and Quarrying | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.8 | 1.5 | 1.0 | 0.3 | 0.3 | 0.3 |
| Manufacturing | 0.3 | 0.4 | 0.3 | 2.8 | 5.7 | 3.7 | 7.7 | 5.9 | 7.1 | 3.3 | 2.0 | 2.8 |
| Electricity, gas, steam and air conditioning supply | 0.0 | 0.0 | 0.0 | 17.0 | 8.0 | 14.3 | 0.0 | 0.0 | 0.0 | 2.0 | 0.6 | 1.4 |
| Water supply; sewerage, waste management and remediation activities | 3.6 | 3.1 | 3.4 | 17.3 | 5.5 | 13.7 | 0.0 | 0.0 | 0.0 | 3.9 | 2.6 | 3.3 |
| Construction | 5.4 | 0.8 | 3.1 | 0.0 | 0.0 | 0.0 | 2.4 | 0.8 | 1.9 | 3.6 | 0.8 | 2.4 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 0.0 | 0.0 | 0.0 | 4.3 | 7.4 | 5.2 | 6.7 | 6.0 | 6.5 | 3.0 | 1.9 | 2.5 |
| Transportation and storage | 0.0 | 0.0 | 0.0 | 33.8 | 37.0 | 34.8 | 3.8 | 1.2 | 2.9 | 5.3 | 2.8 | 4.3 |
| Accommodation and food services activities | 0.3 | 0.4 | 0.4 | 0.0 | 0.0 | 0.0 | 51.0 | 48.7 | 50.3 | 19.0 | 11.6 | 15.9 |
| Information and communication | 0.0 | 0.0 | 0.0 | 5.7 | 13.7 | 8.1 | 6.1 | 5.6 | 6.0 | 2.9 | 2.3 | 2.6 |
| Financial and insurance activities | 0.0 | 0.0 | 0.0 | 10.6 | 12.0 | 11.0 | 0.9 | 1.3 | 1.0 | 1.5 | 1.1 | 1.4 |
| Real estate activities | 0.6 | 0.2 | 0.4 | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.3 | 0.1 | 0.2 |
| Professional, Scientific and technical activities | 1.4 | 0.7 | 1.0 | 1.3 | 1.0 | 1.2 | 0.2 | 0.4 | 0.3 | 0.9 | 0.6 | 0.8 |
| Administrative and support service activities | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.5 | 1.1 | 2.1 | 0.9 | 0.3 | 0.6 |
| Public administration and defense; compulsory social security | 42.0 | 28.9 | 35.5 | 1.4 | 0.8 | 1.2 | 5.5 | 2.8 | 4.7 | 23.9 | 21.0 | 22.6 |
| Education | 26.7 | 44.8 | 35.7 | 5.3 | 7.4 | 5.9 | 9.3 | 18.5 | 12.3 | 17.8 | 36.1 | 25.5 |
| Human health and social work activity | 9.3 | 15.1 | 12.2 | 0.0 | 0.0 | 0.0 | 2.2 | 5.7 | 3.3 | 5.6 | 11.9 | 8.3 |
| Art, entertainment and recreation | 0.6 | 0.5 | 0.5 | 0.6 | 1.5 | 0.9 | 0.5 | 0.2 | 0.4 | 0.5 | 0.5 | 0.5 |
| Other service activities | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.2 | 0.2 | 0.2 | 0.1 | 0.1 | 0.1 |
| Total Percentage | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 15,848 | 15,685 | 31,533 | 3,551 | 1,557 | 5,108 | 11,358 | 5,214 | 16,552 | 30,757 | 22,436 | 53,193 |

Among Government employees who were working in agriculture industry, all were permanent workers had contracts of which males have higher proportion of 67 percent and females account for 34 percent. Only few industries in Government sector had employees on temporary basis. These are public administration and defense; compulsory social security which accounted for 9.1 percent and water supply; sewerage, waste management and remediation activities (4 percent). The same industries happen to have higher proportion of casual employees compared with other industries, table 2.7 below.

Table 2. 7: Percentage Distribution of Employment by Industry, Types of Contract and Sex – Government, 2014/15 FSEES

| Industry | Permanent | | | Temporary | | | Casual | | | Total | | |
|---|---------------|---------------|---------------|------------|------------|--------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 66.5 | 33.5 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 66.5 | 33.5 | 100 |
| Manufacturing | 43.6 | 56.4 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 43.6 | 56.4 | 100 |
| Water supply; sewerage, waste management and remediation activities | 48.6 | 45.4 | 94.0 | 4.0 | 1.0 | 4.0 | 2.0 | 0 | 2.0 | 54.0 | 46.0 | 100 |
| Construction | 86.7 | 13.3 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 87 | 13 | 100 |
| Accommodation and food services activities | 42.4 | 55.9 | 98.3 | 0.8 | 0.8 | 1.7 | 0.0 | 0.0 | 0.0 | 43.2 | 56.8 | 100 |
| Real estate activities | 73.0 | 27.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 73.0 | 27.0 | 100 |
| Professional, Scientific and technical activities | 65.0 | 32.8 | 97.9 | 2.1 | 0.0 | 2.1 | 0.0 | 0.0 | 0.0 | 67.2 | 32.8 | 100 |
| Public administration and defense; compulsory social security | 54.2 | 36.6 | 90.8 | 5.3 | 3.8 | 9.1 | 0.1 | 0.0 | 0.1 | 59.5 | 40.5 | 100 |
| Education | 35.9 | 60.3 | 96.1 | 0.3 | 0.1 | 0.4 | 1.4 | 2.1 | 3.4 | 37.6 | 62.4 | 100 |
| Human health and social work activity | 38.1 | 61.6 | 99.6 | 0.2 | 0.1 | 0.4 | 0.0 | 0.0 | 0.0 | 38.3 | 61.7 | 100 |
| Art, entertainment and recreation | 52.0 | 48.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 52.0 | 48.0 | 100 |
| Other service activities | 40.0 | 60.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 40.0 | 60.0 | 100 |
| Total Percent | 47.5 | 47.6 | 95.1 | 2.2 | 1.4 | 3.6 | 0.6 | 0.8 | 1.3 | 50.3 | 49.7 | 100 |
| Total Number | 14,980 | 14,996 | 29,976 | 686 | 451 | 1,137 | 182 | 238 | 420 | 15,848 | 15,685 | 31,533 |

Table 2.8 states that, 78.4 percent among the workers employed in Government Parastatal were permanently employed, 15.3 percent were casual workers and 6.3 percent were on temporary basis.

Electricity, gas, steam and air conditioning supply had the highest percentage of permanent employees (98.2 percent) compared to temporary employees with 1.8 percent. Financial and insurance activities had 55.3 percent of permanent employees of which male

were 35.6 percent and female 19.7 percent. Similarly, 44.1 percent were temporary employees and less than one percent (0.5 percent) was casual employees.

Table 2. 8: Percentage Distribution of Employment by Industry, Types of Contract and Sex - Government Parastatal, 2014/15 FSEES

| Industry | Permanent | | | Temporary | | | Casual | | | Total | | |
|--|--------------|--------------|--------------|------------|------------|------------|------------|------------|-------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Manufacturing | 26.2 | 23.0 | 49.2 | 0.0 | 0.0 | 0.0 | 26.7 | 24.1 | 50.8 | 52.9 | 47.1 | 100 |
| Electricity, gas, steam and air conditioning supply | 81.2 | 17.0 | 98.2 | 1.8 | 0.0 | 1.8 | 0.0 | 0.0 | 0.0 | 83.0 | 17.0 | 100 |
| Water supply; sewerage, waste management and remediation activities | 87.4 | 12.3 | 99.7 | 0.3 | 0.0 | 0.3 | 0.0 | 0.0 | 0.0 | 87.7 | 12.3 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 51.7 | 22.1 | 73.8 | 0.0 | 0.0 | 0.0 | 5.2 | 21.0 | 26.2 | 56.9 | 43.1 | 100 |
| Transportation and storage | 43.1 | 20.8 | 63.9 | 1.0 | 0.5 | 1.5 | 23.5 | 11.1 | 34.6 | 67.6 | 32.4 | 100 |
| Information and communication | 47.8 | 51.4 | 99.3 | 0.7 | 0.0 | 0.7 | 0.0 | 0.0 | 0.0 | 48.6 | 51.4 | 100 |
| Financial and insurance activities | 35.6 | 19.7 | 55.3 | 31.0 | 13.1 | 44.1 | 0.2 | 0.4 | 0.5 | 66.8 | 33.2 | 100 |
| Professional, Scientific and technical activities | 61.3 | 22.6 | 83.9 | 12.9 | 3.2 | 16.1 | 0.0 | 0.0 | 0.0 | 74.2 | 25.8 | 100 |
| Public administration and defense; compulsory social security | 76.7 | 20.0 | 96.7 | 1.7 | 0.0 | 1.7 | 1.7 | 0.0 | 1.7 | 80.0 | 20.0 | 100 |
| Education | 59.6 | 35.1 | 94.7 | 2.3 | 3.0 | 5.3 | 0.0 | 0.0 | 0.0 | 61.9 | 38.1 | 100 |
| Art, entertainment and recreation | 47.8 | 52.2 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 47.8 | 52.2 | 100 |
| Total Percent | 55.6 | 22.7 | 78.4 | 4.4 | 1.8 | 6.3 | 9.5 | 5.9 | 15.3 | 69.5 | 30.5 | 100 |
| Total Number | 2,841 | 1,162 | 4,003 | 227 | 94 | 321 | 483 | 301 | 784 | 3,551 | 1,557 | 5,108 |

Table 2.9 shows that, 29.7 percent (4,909 employees) of the total employees in private sectors were permanently employed, 59.4 percent were on temporary basis and 11 percent were casually employed.

Accommodation and food services activities employ 76.3 percent of employees on temporary basis. This is due to the fact that most of hotel workers were not regular employees; they normally sign new contract every year. Casual workers account for six percent (5.9

percent). In education most of the employees were permanent with 50.3 percent, followed by those with temporary basis with 43.8 percent and casual employees with 5.8 percent. Most of workers employed in manufacturing industry were casual (47.3 percent) followed by those on temporary basis (27.7 percent) and least were permanent employees (25 percent).

Three in every ten employees in private sector were females.

Table 2. 9: Percentage Distribution of Employment by Industry, Types of Contract and Sex – Private, 2014/15 FSEES

| Industry | Permanent | | | Temporary | | | Casual | | | Total | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|------------|--------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 53.0 | 47.0 | 100 | 53.0 | 47.0 | 100 |
| Manufacturing | 17.3 | 7.7 | 25.0 | 21.0 | 6.7 | 27.7 | 35.7 | 11.6 | 47.3 | 74.0 | 26.0 | 100 |
| Construction | 16.7 | 3.2 | 19.9 | 49.5 | 4.8 | 54.3 | 20.9 | 4.8 | 25.7 | 87.1 | 12.9 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 31.2 | 12.2 | 43.4 | 31.3 | 16.3 | 47.6 | 8.3 | 0.7 | 9.1 | 70.8 | 29.2 | 100 |
| Transportation and storage | 77.7 | 10.9 | 88.5 | 3.7 | 1.4 | 5.1 | 6.1 | 0.2 | 6.4 | 87.5 | 12.5 | 100 |
| Accommodation and food services activities | 12.4 | 5.4 | 17.8 | 52.8 | 23.6 | 76.3 | 4.4 | 1.4 | 5.9 | 69.6 | 30.4 | 100 |
| Information and communication | 13.4 | 4.8 | 18.2 | 55.8 | 24.5 | 80.3 | 1.1 | 0.4 | 1.5 | 70.4 | 29.6 | 100 |
| Financial and insurance activities | 53.0 | 33.3 | 86.3 | 5.4 | 8.3 | 13.7 | 0.0 | 0.0 | 0.0 | 58.3 | 41.7 | 100 |
| Real estate activities | 0 | 0 | 0 | 42.9 | 0 | 42.9 | 57.1 | 0 | 57.1 | 100 | 0 | 100 |
| Professional, Scientific and technical activities | 25.6 | 18.6 | 44.2 | 30.2 | 25.6 | 55.8 | 0.0 | 0.0 | 0.0 | 55.8 | 44.2 | 100 |
| Administrative and support service activities | 33.0 | 7.8 | 40.9 | 40.3 | 7.8 | 48.1 | 9.6 | 1.4 | 11.0 | 82.9 | 17.1 | 100 |
| Public administration and defense; compulsory social security | 28.3 | 5.5 | 33.8 | 50.2 | 7.0 | 57.2 | 2.7 | 6.3 | 9.0 | 81.2 | 18.8 | 100 |
| Education | 27.4 | 23.0 | 50.3 | 22.8 | 21.0 | 43.8 | 2.7 | 3.2 | 5.8 | 52.8 | 47.2 | 100 |
| Human health and social work activity | 27.1 | 34.1 | 61.3 | 7.0 | 9.8 | 16.8 | 11.4 | 10.5 | 22.0 | 45.6 | 54.4 | 100 |
| Art, entertainment and recreation | 56.3 | 8.5 | 64.8 | 0.0 | 0.0 | 0.0 | 26.8 | 8.5 | 35.2 | 83.1 | 16.9 | 100 |
| Other service activities | 54.1 | 16.2 | 70.3 | 5.4 | 0.0 | 5.4 | 10.8 | 13.5 | 24.3 | 70.3 | 29.7 | 100 |
| Total Percent | 20.1 | 9.6 | 29.7 | 40.8 | 18.5 | 59.4 | 7.7 | 3.3 | 11.0 | 68.6 | 31.4 | 100 |
| Total Number | 3,328 | 1,581 | 4,909 | 6,759 | 3,065 | 9,824 | 1,271 | 548 | 1,819 | 11,358 | 5,194 | 16,552 |

Among the citizen employees, one in every four workers (13,395 employees) was employed in education while one in five workers (12,002 employees) was in public administration and defense; compulsory social security and 7,322 employees among citizen employees working in the same industry were males. Most of female citizen workers were employed in education (8,021 employees).

Non citizen workers in Zanzibar were employed mainly in two industries: out of 761 employees, 429 employees were employed in accommodation and food service while 190 employees were employed in education.

Table 2. 10: Number of Total Employment by Industry, Citizenship and Sex, 2014/15 FSEES

| Industry | Citizen | | | Noncitizen | | | Total | | |
|--|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 1,565 | 788 | 2,353 | 0 | 0 | 0 | 1,565 | 788 | 2,353 |
| Mining and Quarrying | 87 | 77 | 164 | 0 | 0 | 0 | 87 | 77 | 164 |
| Manufacturing | 992 | 451 | 1,443 | 27 | 1 | 28 | 1,019 | 452 | 1,471 |
| Electricity, gas, steam and air conditioning supply | 604 | 124 | 728 | 0 | 0 | 0 | 604 | 124 | 728 |
| Water supply; sewerage, waste management and remediation activities | 1,186 | 579 | 1,765 | 0 | 0 | 0 | 1,186 | 579 | 1,765 |
| Construction | 1,109 | 170 | 1,279 | 10 | 0 | 10 | 1,119 | 170 | 1,289 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 880 | 424 | 1,304 | 28 | 3 | 31 | 908 | 427 | 1,335 |
| Transportation and storage | 1,618 | 637 | 2,255 | 10 | 0 | 10 | 1,628 | 637 | 2,265 |
| Accommodation and food services activities | 5,532 | 2,482 | 8,014 | 313 | 116 | 429 | 5,845 | 2,598 | 8,443 |
| Information and communication | 896 | 507 | 1,403 | 2 | 0 | 2 | 898 | 507 | 1,405 |
| Financial and insurance activities | 474 | 257 | 731 | 1 | 0 | 1 | 475 | 257 | 732 |
| Real estate activities | 96 | 33 | 129 | 0 | 0 | 0 | 96 | 33 | 129 |
| Professional, Scientific and technical activities | 291 | 142 | 433 | 0 | 1 | 1 | 291 | 143 | 434 |
| Administrative and support service activities | 280 | 54 | 334 | 6 | 5 | 11 | 286 | 59 | 345 |
| Public administration and defense; compulsory social security | 7,322 | 4,680 | 12,002 | 19 | 6 | 25 | 7,341 | 4,686 | 12,027 |
| Education | 5,374 | 8,021 | 13,395 | 115 | 75 | 190 | 5,489 | 8,096 | 13,585 |
| Human health and social work activity | 1,709 | 2,665 | 4,374 | 13 | 6 | 19 | 1,722 | 2,671 | 4,393 |
| Art, entertainment and recreation | 168 | 116 | 284 | 2 | 2 | 4 | 170 | 118 | 288 |
| Other service activities | 28 | 14 | 42 | 0 | 0 | 0 | 28 | 14 | 42 |
| Total | 30,211 | 22,221 | 52,432 | 546 | 215 | 761 | 30,757 | 22,436 | 53,193 |

CHAPTER THREE: WAGE RATE

3.0 Introduction

This chapter presents information on the average gross earnings of formal regular citizens' employees by salary range. The analysis incorporates regular citizens only.

3.1 Wage of Regular Citizens

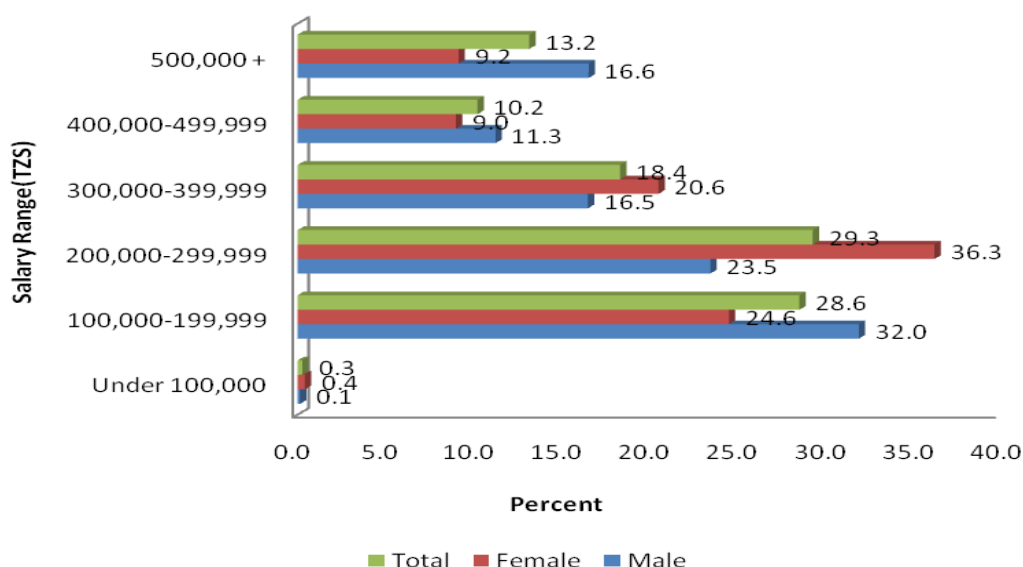
Majority of employees (29.3 percent) earned between TZS 200,000 to TZS 299,999 and below one percent of employees earned less than TZS 100,000, as shown in Table 3.1. It further indicates that more than one fifth of employees (28.9 percent) earned less than TZS 200,000 per month (32.1 percent for male employees and 25.0 percent for female employees). In addition to that there was a large divergence in gross earnings for both male and female across the wage groups. The minority of employees earned TZS 500,000 and above accounted for 13.2 percent only; whereby for male employees is 16.6 percent and 9.2 for female employees.

Table 3. 1: Percentage of Regular Citizen Formal Employee by Wage Group and Sex, 2014/15 FSEES

| Wage Group | Male | Female | Total |
|----------------------|---------------|---------------|---------------|
| Under 100,000 | 0.1 | 0.4 | 0.3 |
| 100,000-199,999 | 32.0 | 24.6 | 28.6 |
| 200,000-299,999 | 23.5 | 36.3 | 29.3 |
| 300,000-399,999 | 16.5 | 20.6 | 18.4 |
| 400,000-499,999 | 11.3 | 9.0 | 10.2 |
| 500,000 + | 16.6 | 9.2 | 13.2 |
| Total Percent | 100 | 100 | 100 |
| Total Number | 20,923 | 17,622 | 38,545 |

Figure 3.1 shows that there was divergence in salary range among the employees, a few employees (13.2 percent of total employees) have monthly wage of TZS of 500,000 and above where by the proportion of male employees (16.6 percent) was about twice as that of the female employees (9.2 percent); and less than one percent of the total employees earned the lowest wage rate of TZS 100,000. The results further indicate that, the proportion of total employees earning monthly wages below TZS 200,000 was higher for females compared with males. While female employees earning in the wage ranges TZS (20,000-299,999) and TZS (300,000-399,999) are more compared with males.

Figure 3. 1: Percentage Distribution of Regular Citizen Employees by Wage Group and Sex, 2014/15 FSEES



3.2 Regular Citizen Employees by Sector

Table 3.2 indicates the overall monthly wage structure of three sectors Government, parastatal and private sectors. Three in every ten (28.9 percent) of all employees and about half (48.2 percent) in private sector are paid less than TZS 200,000.

More than half (55.7 percent) are female employees and two out of five (44.7 percent) are male employees. It should be noted that private sector is the one that pay salary under TZS 100,000 in which 2.2 percent of employees located in this salary range.

As observed in other sectors, the private sector also had proportionately many workers (46.0 percent) paid between TZS 100,000 and 199,999, of which half are females (50.8 percent) and 43.8 percent are males. On the other hand 28.3 percent of workers engaged in Government parastatals, earned between TZS 300,000-399,999 while 29.2 earned more than TZS 500,000 per month.

Table 3. 2: Percent of Regular Citizen Employees by Wage Group, Sector and Sex, 2014/15
FSEES

| Wage Group | 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 | 0.9 | 4.9 | 2.2 | 0.1 | 0.4 | 0.3 |
| 100,000-199,999 | 33.9 | 23.6 | 28.7 | 9.0 | 4.2 | 7.6 | 43.8 | 50.8 | 46.0 | 32.0 | 24.6 | 28.6 |
| 200,000-299,999 | 25.5 | 40.0 | 32.8 | 14.9 | 9.7 | 13.4 | 21.7 | 19.6 | 21.0 | 23.5 | 36.3 | 29.3 |
| 300,000-399,999 | 16.0 | 20.8 | 18.4 | 25.2 | 36.0 | 28.3 | 11.1 | 6.2 | 9.6 | 16.5 | 20.6 | 18.4 |
| 400,000-499,999 | 10.1 | 8.3 | 9.2 | 22.2 | 19.8 | 21.5 | 6.9 | 7.6 | 7.1 | 11.3 | 9.0 | 10.2 |
| 500,000 + | 14.5 | 7.4 | 10.9 | 28.8 | 30.3 | 29.2 | 15.5 | 10.9 | 14.0 | 16.6 | 9.2 | 13.2 |
| Total Percent | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 14,963 | 14,990 | 29,953 | 2,838 | 1,162 | 4,000 | 3,122 | 1,470 | 4,592 | 20,923 | 17,622 | 38,545 |

3.3 Regular Citizen Employees by Industry

Table 3.3 reveals that, Public administration and defense compulsory social security has the highest proportion of employees (34.3 percent) earning monthly wage rate of between TZS 100,000 and 199,999 followed by Agriculture, forestry and fishing where by 13.8 percent of employee paid the same monthly wage group. There are some industries that paid below TZS 100,000 per month. On the other hand, Education has the highest proportion (30.3 percent of regular citizen employees) earning TZS 500,000 and above per month. Out of those receiving wages in the range between TZS 400,000 and 499,999, 46.0 percent of employees are in the Education industry.

Table 3. 3: Percentage Distribution of Regular Citizen Employees by Industry and Wage Group, 2014/15 FSEES

| 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 + | |
| Agriculture forestry and fishing | 0 | 13.8 | 5.7 | 1.3 | 1.3 | 1 | 6.1 |
| Mining and quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manufacturing | 0 | 2.0 | 1 | 0.8 | 0.8 | 1.1 | 1.2 |
| Electricity gas steam and air conditioning supply | 0 | 0.4 | 0.8 | 5 | 2.9 | 2.1 | 1.9 |
| Water supply sewerage waste management | 0 | 8.2 | 4.7 | 1.8 | 2 | 1.1 | 4.4 |
| Construction | 1 | 5.2 | 3 | 0.7 | 0.4 | 1.2 | 2.7 |
| Wholesale, retail trade, repair of motor vehicles and motorcycles | 11.9 | 2.7 | 0.7 | 2 | 1.9 | 0.5 | 1.7 |
| Transportation and storage | 0 | 0.4 | 1 | 4.1 | 15.5 | 9.9 | 4.1 |
| Accommodation and food service activities | 1 | 7 | 3.8 | 2 | 1.6 | 1.1 | 3.8 |
| Information and communication | 0 | 0.8 | 0.3 | 4.6 | 0.1 | 2.7 | 1.5 |
| Financial and insurance activities | 1 | 0 | 0 | 0 | 0.8 | 8.3 | 1.2 |
| Real estate activities | 0 | 0.6 | 0.3 | 0.1 | 0.1 | 0.1 | 0.3 |
| Professional, scientific and technical activities | 0 | 1.6 | 0.5 | 0.6 | 0.4 | 2 | 1 |
| Administrative and support service activities | 0 | 1 | 0.1 | 0.1 | 0.1 | 0.3 | 0.4 |
| Public administration and defense compulsory social security | 0 | 34.3 | 24.7 | 22.7 | 19.4 | 29.6 | 27.1 |
| Education | 81.2 | 9.1 | 43.3 | 37.4 | 46 | 30.3 | 31.1 |
| Human health and social work activities | 0 | 11.6 | 9.1 | 16.6 | 6.5 | 8.3 | 10.8 |
| Arts, entertainment and recreation | 0 | 1.2 | 0.9 | 0.2 | 0.2 | 0.3 | 0.7 |
| Other service activities | 4 | 0.1 | 0 | 0 | 0.1 | 0.1 | 0.1 |
| Total Percent | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 101 | 11,017 | 11,311 | 7,082 | 3,949 | 5,085 | 38,545 |

CHAPTER FOUR: CASH EARNINGS

4.0 Introduction

This chapter provides estimates on the distribution of salary and cash earnings paid to employees in Government, Government parastatal and private sector. Also looks at average salary of employees per month.

4.1 Cash Earnings by Sector

Table 4.1 shows total amount paid to all employees in 2014/15 was TZS 238,714 million. Female employees were paid less TZS 96,712 million of the total salary compared to their male counterparts (TZS 142,002 million). It further shows that there is unequal distribution of annual cash earnings in all three sectors, higher amount of money were used to pay government employees (TZS 150,595 million) compared to private sector (TZS 55,500 million) and Government parastatal (TZS 32,619 million).

The findings further reveal that, male employees earned more annually earnings (TZS 142,002 million) than female employees (TZS 96,712 million) across all three sectors in 2014/15.

Table 4. 1: Composition of Annual Earnings by Sector and Sex, 2014/15 FSEES
(Million)

| Sector | Male | Female | Total |
|-----------------------|----------------|---------------|----------------|
| Government | 78,484 | 72,111 | 150,595 |
| Government Parastatal | 22,750 | 9,870 | 32,619 |
| Private | 40,768 | 14,732 | 55,500 |
| Total | 142,002 | 96,712 | 238,714 |

Table 4.2 shows that, male employees had the largest proportion of annual earnings as compared with female employees in all three sectors. In general, the sector with the highest proportion of annual cash earning was the Government sector (63.1 percent) followed by

private sector (23.2 percent). On the other hand, Government parastatal had the lowest proportion of annual cash earning (13.7 percent).

Table 4. 2: Percentage Composition of Annual Earnings by Sector and Sex, 2014/15 FSEES

| SECTOR | Male | Female | Total |
|-------------------------|----------------|---------------|----------------|
| Government | 32.9 | 30.2 | 63.1 |
| Government Parastatal | 9.5 | 4.1 | 13.7 |
| Private | 17.1 | 6.2 | 23.2 |
| Total | 59.5 | 40.5 | 100 |
| Number (Million) | 142,002 | 96,712 | 238,714 |

Figure 4.1 reveal that, the median salary of employees was 241,783 TZS per month. The median value of female salary was lower (222,500 TZS) compared with male median salary (257,143 TZS) per month.

Figure 4. 1: Median Salary of Employees per Month, 2014/15 FSEES

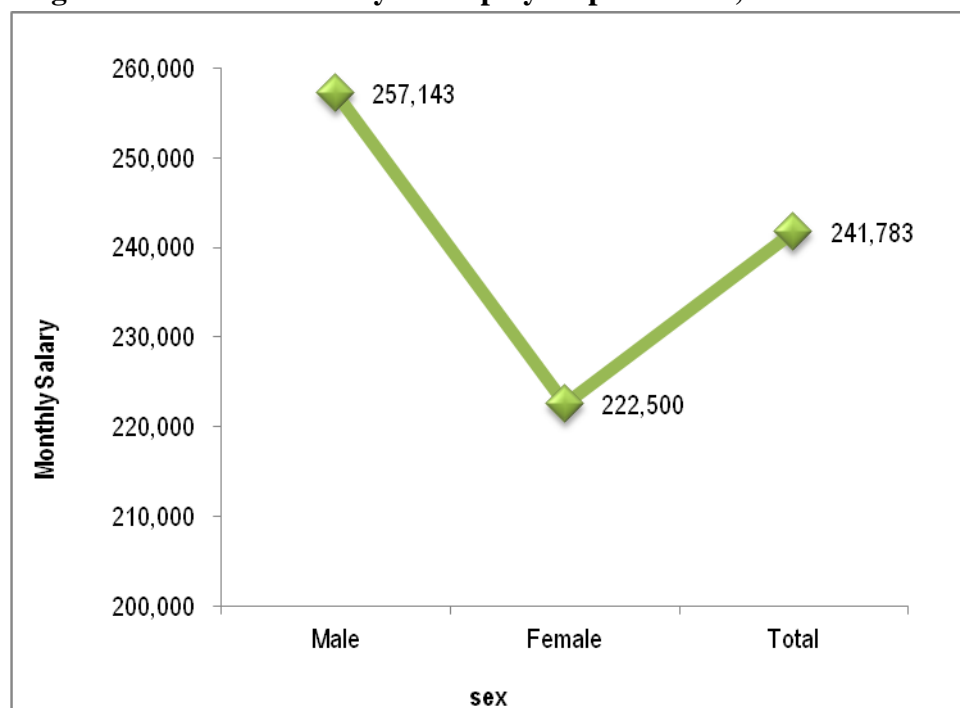


Table 4.3 reveals that, the average monthly salary of a regular citizen employee was TZS 417,865. The results further show that, employees in Government Parastatal had the highest monthly average salary of TZS 588,043 in 2014/15. However, employees in private sector had the lowest monthly average salary which is TZS 341,395.

Females employees were paid less compared with male employees in all sectors.

Table 4. 3: Monthly Average Salary of Regular Citizen Employees by Sector and Sex, 2014/15 FSEES

(TZS)

| SECTOR | Male | Female | Total |
|-----------------------|----------------|----------------|----------------|
| Government | 420,356 | 393,392 | 406,862 |
| Government Parastatal | 596,688 | 566,931 | 588,043 |
| Private | 358,200 | 305,703 | 341,395 |
| Total | 434,999 | 397,520 | 417,865 |

Table 4.4 indicates that, employees in financial and insurance activities had the highest monthly average salary (TZS 1,528,755) followed by Professional, Scientific and technical activities (TZS 608,143). The industry with the third highest monthly average salary for regular employees was Human health and social work activity (TZS 543,524). On the other hand, administrative and support service activities had the lowest monthly average salary of TZS 160,978.

Generally, comparison between different industries shows male employees had higher average monthly salary than female employees. Nevertheless, there are some industries where female employees have higher average monthly salary than male employees such as administrative and support service activities (TZS 210,253) and Wholesale and retail trade; repair of motor vehicles and motorcycles (TZS 358,630).

4.2 Cash Earnings by Industry

Table 4. 4: Monthly Average Wage of Regular Citizen Employees by Industry and Sex, 2014/15 FSEES

(TZS)

| Industry | Male | Female | Total |
|--|----------------|----------------|----------------|
| Agriculture, forest and fishing | 252,535 | 220,643 | 241,850 |
| Manufacturing | 238,920 | 231,833 | 236,109 |
| Electricity, gas, steam and air conditioning supply | 429,883 | 382,063 | 421,590 |
| Water supply; sewerage, waste management and remediation activities | 261,733 | 244,885 | 256,081 |
| Construction | 234,535 | 270,239 | 239,360 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 305,012 | 358,630 | 320,678 |
| Transportation and storage | 512,041 | 465,812 | 499,559 |
| Accommodation and food services activities | 273,723 | 212,765 | 254,195 |
| Information and communication | 533,187 | 362,032 | 457,601 |
| Financial and insurance activities | 1,622,879 | 1,365,307 | 1,528,755 |
| Real estate activities | 248,989 | 223,076 | 241,980 |
| Professional, Scientific and technical activities | 614,673 | 594,933 | 608,143 |
| Administrative and support service activities | 148,992 | 210,253 | 160,978 |
| Public administration and defense; compulsory social security | 472,056 | 488,345 | 478,512 |
| Education | 415,669 | 346,378 | 373,498 |
| Human health and social work activity | 658,477 | 471,178 | 543,524 |
| Art, entertainment and recreation | 249,829 | 259,064 | 253,751 |
| Other service activities | 479,650 | 317,485 | 432,570 |
| Total | 434,999 | 397,520 | 417,865 |

Industries with the highest monthly cash earning for regular employees are public administration and defence; compulsory social security (5002.8 million) followed by education (4477.5 millions) and human health and social work activity (12262.7 million).

On the other hand, administrative and support service activities had the lowest proportion of **annual** cash earning with 22.2 million of the total cash earning for regular employees, followed by real estate activities 29.5 million.

The industries where female employees have the highest proportion of the cash earning of regular employees are education (2,527.2 million). Generally, the proportion of cash earning for regular employees was high for males compared with females in many industries, (Table 4.5).

**Table 4. 5: Monthly Cash Earnings of Regular Citizen Employees by Industry and Sex,
2014/15 FSEES**

(Million)

| Industry | Male | Female | Total |
|--|---------------|----------------|----------------|
| Agriculture, forestry and fishing | 395.0 | 173.9 | 568.8 |
| Manufacturing | 69.0 | 44.0 | 113.1 |
| Electricity, gas, steam and air conditioning supply | 254.1 | 47.4 | 301.4 |
| Water supply; sewerage, waste management and remediation activities | 295.5 | 139.6 | 435.1 |
| Construction | 210.1 | 37.8 | 248.0 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 138.2 | 67.1 | 205.2 |
| Transportation and storage | 584.2 | 196.6 | 780.8 |
| Accommodation and food services activities | 272.4 | 99.8 | 372.1 |
| Information and communication | 176.0 | 94.5 | 270.4 |
| Financial and insurance activities | 470.6 | 228.0 | 698.6 |
| Real estate activities | 22.2 | 7.4 | 29.5 |
| Professional, Scientific and technical activities | 161.7 | 77.3 | 239.0 |
| Administrative and support service activities | 16.5 | 5.7 | 22.2 |
| Public administration and defense; compulsory social security | 2979.1 | 2,023.7 | 5002.8 |
| Education | 1950.3 | 2,527.2 | 4477.5 |
| Human health and social work activity | 1058.8 | 1,203.9 | 2262.7 |
| Art, entertainment and recreation | 37.2 | 28.5 | 65.7 |
| Other service activities | 10.6 | 2.9 | 13.4 |
| Total | 9101.5 | 7,005.1 | 16106.6 |

CHAPTER FIVE: WAGE BILL

5.0 Introduction

Wage-bill includes gross cash remuneration accruals as earnings of employees, cost of free ration and other benefits paid by employers in respect of their employees.

5.1 Annual Wage bill

Table 5.1 reveals that on average, four-fifth (76.7 percent) of the total wage bill is paid as salaries. Free ration to wage bill was only 4.8 percent. In the Government sector, 83.3 percent of its total wage bill was used for paying salaries where Government Parastatals and private sectors pay 66.9 and 68.2 percent respectively. Government Parastatal pays other benefit double amount compared with private and Government institutions.

Table 5.1: Percentage Composition of Annual Wage bill by Sector, 2014/15 FSEES

| Sector | Salary | Free Ration | Other Benefit | Wage bill |
|-----------------------|-------------|-------------|---------------|------------|
| Government | 83.3 | 1.1 | 15.6 | 100 |
| Government Parastatal | 66.9 | 2.8 | 30.4 | 100 |
| Private | 68.2 | 14.1 | 17.8 | 100 |
| Total | 76.7 | 4.8 | 18.5 | 100 |

Table 5.2 shows that, Electricity, gas, steam and air conditioning supply, and finance and insurance activities industry spent less than 50 percent of its total wage bill for paying salaries (48.8 percent), this means that workers are getting more benefits apart from their salaries. Accommodation and food service activities have the highest payment of free ration (22.8 percent). Electricity, gas, steam and air conditioning supply had the highest percent of other benefit (46.8 percent) followed by Financial and insurance activities (46.2 percent).

Table 5. 2: Composition of Annual Wage Bill by Industry and Sex, 2014/15 FSEES

| Industry | Total salary | Free Ration | Other Benefit | Wage bill |
|--|--------------|-------------|---------------|------------|
| Agriculture, forestry and fishing | 85.0 | 0.3 | 14.7 | 100 |
| Mining and Quarrying | 100.0 | 0 | 0 | 100 |
| Manufacturing | 77.0 | 2.8 | 20.2 | 100 |
| Electricity, gas, steam and air conditioning supply | 48.8 | 4.4 | 46.8 | 100 |
| Water supply; sewerage, waste management and remediation activities | 84.5 | 0.1 | 15.4 | 100 |
| Construction | 86.9 | 2.4 | 10.8 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 65.5 | 7.2 | 27.4 | 100 |
| Transportation and storage | 81.3 | 2.7 | 16.0 | 100 |
| Accommodation and food services activities | 59.7 | 22.8 | 17.5 | 100 |
| Information and communication | 81.1 | 0.2 | 18.7 | 100 |
| Financial and insurance activities | 60.8 | 4.0 | 35.2 | 100 |
| Real estate activities | 88.9 | 0 | 11.1 | 100 |
| Professional, Scientific and technical activities | 82.8 | 0.7 | 16.5 | 100 |
| Administrative and support service activities | 83.5 | 6.1 | 10.4 | 100 |
| Public administration and defense; compulsory social security | 72.4 | 2.2 | 25.4 | 100 |
| Education | 88.5 | 0.5 | 11.0 | 100 |
| Human health and social work activity | 97.6 | 0.1 | 2.3 | 100 |
| Art, entertainment and recreation | 71.4 | 2.7 | 25.9 | 100 |
| Other service activities | 86.7 | 3.7 | 9.6 | 100 |
| Total | 76.7 | 4.8 | 18.5 | 100 |

Table 5.3 shows that permanent employees share 63.8 percent of total wage bill and only 4.8 percent of wage bill was free ration to all employees. Mining and quarrying industry has casual employees only, and therefore has no salary of permanent and contract employees, while agriculture has salary of permanent and very few employees only. Manufacturing industry has substantial proportion of compensations to all forms of employment.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract, 2014/15 FSEES

| | Permanent salary | Temporary salary | Causal salary | Free Ration | Other Benefit | Wage bill |
|--|------------------|------------------|---------------|-------------|---------------|------------|
| Agriculture, forestry and fishing | 84.9 | 0.1 | 0.0 | 0.3 | 14.7 | 100 |
| Mining and Quarrying | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 100 |
| Manufacturing | 29.4 | 15.2 | 32.5 | 2.8 | 20.2 | 100 |
| Electricity, gas, steam and air conditioning supply | 48.4 | 0.4 | 0.0 | 4.4 | 46.8 | 100 |
| Water supply; sewerage, waste management and remediation activities | 82.5 | 1.4 | 0.5 | 0.1 | 15.4 | 100 |
| Construction | 67.4 | 13.9 | 5.6 | 2.4 | 10.8 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 42.4 | 20.0 | 3.1 | 7.2 | 27.4 | 100 |
| Transportation and storage | 65.0 | 2.2 | 14.1 | 2.7 | 16.0 | 100 |
| Accommodation and food services activities | 16.3 | 41.3 | 2.1 | 22.8 | 17.5 | 100 |
| Information and communication | 66.3 | 14.3 | 0.5 | 0.2 | 18.7 | 100 |
| Financial and insurance activities | 51.4 | 9.3 | 0.0 | 4.0 | 35.2 | 100 |
| Real estate activities | 84.1 | 2.4 | 2.4 | 0.0 | 11.1 | 100 |
| Professional, Scientific and technical activities | 75.3 | 7.4 | 0.0 | 0.7 | 16.5 | 100 |
| Administrative and support service activities | 16.8 | 61.2 | 5.6 | 6.1 | 10.4 | 100 |
| Public administration and defense; compulsory social security | 67.9 | 4.4 | 0.1 | 2.2 | 25.4 | 100 |
| Education | 81.6 | 6.5 | 0.3 | 0.5 | 11.0 | 100 |
| Human health and social work activity | 94.3 | 2.2 | 1.1 | 0.1 | 2.3 | 100 |
| Art, entertainment and recreation | 67.8 | 0.0 | 3.6 | 2.7 | 25.9 | 100 |
| Other service activities | 82.1 | 1.3 | 3.4 | 3.7 | 9.6 | 100 |
| Total | 63.8 | 11.0 | 2.0 | 4.8 | 18.5 | 100 |

Table 5.4 suggests that, 83.3 percent of total wage bill is used for paying salaries and only 1.0 percent of wage bill was free ration. The leading industries that share high percentages of their wage bill as salaries are Human health and social works (98.0 percent), Education services (92.2 percent and Construction (91.7 percent). Manufacturing, construction, education and human health and social works activities spent more than 90 percent of their wage bill for paying salaries.

Table 5.4: Composition of Annual Wage Bill by Industry, 2014/15 FSEES – Government

| Industry | Total salary | Free Ration | Other Benefit | Wage bill |
|---|---------------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing | 85.0 | 0.3 | 14.7 | 100 |
| Manufacturing | 90.1 | 0.0 | 9.9 | 100 |
| Water supply; sewerage, waste management and remediation activities | 85.5 | 0.0 | 14.5 | 100 |
| Construction | 91.7 | 0.0 | 8.3 | 100 |
| Accommodation and food services activities | 72.7 | 2.0 | 25.3 | 100 |
| Real estate activities | 88.4 | 0.0 | 11.6 | 100 |
| Professional, Scientific and technical activities | 79.4 | 0.6 | 19.9 | 100 |
| Public administration and defense; compulsory social security | 73.1 | 2.2 | 24.7 | 100 |
| Education | 92.2 | 0.1 | 7.7 | 100 |
| Human health and social work activity | 98.0 | 0.1 | 1.9 | 100 |
| Art, entertainment and recreation | 72.6 | 0.1 | 27.4 | 100 |
| Other service activities | 100.0 | 0.0 | 0.0 | 100 |
| Total | 83.3 | 1.1 | 15.6 | 100 |

Table 5.5 shows that, 66.9 percent of total wage bill of Government Parastatal was used for paying salaries and only 2.8 percent of wage bill was used for free ration. Professional, Scientific and technical activities used 84.5 percent of its annual wage bill to pay salaries which was highest while Public administration and defense; compulsory social security spent almost 40 percent of its wage bill for paying salaries.

Table 5. 5: Composition of Annual Wage Bill by Industry, 2014/15 FSEES - Government Parastatal

| Industry | Total salary | Free Ration | Other Benefit | Wage bill |
|--|---------------------|--------------------|----------------------|------------------|
| Manufacturing | 74.4 | 0.0 | 25.6 | 100 |
| Electricity, gas, steam and air conditioning supply | 48.8 | 4.4 | 46.8 | 100 |
| Water supply; sewerage, waste management and remediation activities | 83.7 | 0.2 | 16.2 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 43.7 | 7.9 | 48.4 | 100 |
| Transportation and storage | 84.5 | 1.4 | 14.1 | 100 |
| Information and communication | 84.2 | 0.3 | 15.4 | 100 |
| Financial and insurance activities | 56.9 | 4.6 | 38.5 | 100 |
| Professional, Scientific and technical activities | 85.4 | 0.6 | 14.1 | 100 |
| Public administration and defense; compulsory social security | 39.9 | 1.6 | 58.5 | 100 |
| Education | 71.3 | 0.3 | 28.4 | 100 |
| Art, entertainment and recreation | 63.6 | 0.0 | 36.4 | 100 |
| Total | 66.9 | 2.8 | 30.4 | 100 |

The results of Table 5.6 show that, 68.2 percent of total wage bill for private sector was used for paying salaries and 14.1 percent of wage bill was for free rations. Mining and quarrying and real estate activities used all (100 percent) of its annual wage bill to pay salaries and do not provide other benefits to the staff.

Table 5. 6: Composition of Private Annual Wage Bill by Industry, 2014/15 FSEES

| Industry | Total salary | Free Ration | Other Benefit | Wage bill |
|--|---------------------|--------------------|----------------------|------------------|
| Mining and Quarrying | 100 | 0 | 0 | 100 |
| Manufacturing | 76.4 | 3.6 | 20.0 | 100 |
| Construction | 77.9 | 6.8 | 15.3 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 77.6 | 6.7 | 15.7 | 100 |
| Transportation and storage | 70.6 | 7.1 | 22.3 | 100 |
| Accommodation and food services activities | 59.6 | 23.0 | 17.4 | 100 |
| Information and communication | 79.3 | 0.1 | 20.6 | 100 |
| Financial and insurance activities | 78.8 | 1.3 | 19.9 | 100 |
| Real estate activities | 100 | 0 | 0 | 100 |
| Professional, Scientific and technical activities | 89.5 | 1.5 | 9.0 | 100 |
| Administrative and support service activities | 83.5 | 6.1 | 10.4 | 100 |
| Public administration and defense; compulsory social security | 57.7 | 0.0 | 42.3 | 100 |
| Education | 79.5 | 2.5 | 17.9 | 100 |
| Human health and social work activity | 94.2 | 0.0 | 5.8 | 100 |
| Art, entertainment and recreation | 76.1 | 12.4 | 11.5 | 100 |
| Other service activities | 75.5 | 6.8 | 17.7 | 100 |
| Total | 68.2 | 14.1 | 17.8 | 100 |

APPENDIXES

Appendix 1: Tables

Table 2.1.2: Total Employment by Sector and Sex, 2014/2015 FSEES

| Sector | Male | Female | Total |
|-------------------------|---------------|---------------|---------------|
| Government | 15,848 | 15,685 | 31,533 |
| Government Parastatal | 3,551 | 1,557 | 5,108 |
| Private | 11,358 | 5,194 | 16,552 |
| Total Employment | 30,757 | 22,436 | 53,193 |

Table 2.2.2: Total Employment by Sector, Type of Contract and Sex, 2014/2015 FSEES

| Sector | Permanent | | | Temporary | | | Casual | | | Total | | |
|-------------------------|---------------|---------------|---------------|--------------|--------------|---------------|--------------|--------------|--------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 14,980 | 14,996 | 29,976 | 686 | 451 | 1,137 | 182 | 238 | 420 | 15,848 | 15,685 | 31,533 |
| Government Parastatal | 2,841 | 1,162 | 4,003 | 227 | 94 | 321 | 483 | 301 | 784 | 3,551 | 1,557 | 5,108 |
| Private | 3,328 | 1,581 | 4,909 | 6,759 | 3,065 | 9,824 | 1,271 | 548 | 1,819 | 11,358 | 5,194 | 16,552 |
| Total Employment | 21,149 | 17,739 | 38,888 | 7,672 | 3,610 | 11,282 | 1,936 | 1,087 | 3,023 | 30,757 | 22,436 | 53,193 |

Table 2.3.2: Number of Employment by Sector, Citizenship and Sex, 2014/2015 FSEES

| Sector | Citizen | | | Noncitizen | | | Total | | |
|-------------------------|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 15,806 | 15,673 | 31,479 | 42 | 12 | 54 | 15,848 | 15,685 | 31,533 |
| Government Parastatal | 3,540 | 1,552 | 5,092 | 11 | 5 | 16 | 3,551 | 1,557 | 5,108 |
| Private | 10,865 | 4,996 | 15,861 | 493 | 198 | 691 | 11,358 | 5,194 | 16,552 |
| Total Employment | 30,211 | 22,221 | 52,432 | 546 | 215 | 761 | 30,757 | 22,436 | 53,193 |

Table 2.4.2: Total Employment by Industry and Sex, 2014/2015 FSEES

| Industry | Male | Female | Total |
|--|---------------|---------------|---------------|
| Agriculture, forestry and fishing | 5.1 | 3.5 | 4.4 |
| Mining and Quarrying | 0.3 | 0.3 | 0.3 |
| Manufacturing | 3.3 | 2.0 | 2.8 |
| Electricity, gas, steam and air conditioning supply | 2.0 | 0.6 | 1.4 |
| Water supply; sewerage, waste management and remediation activities | 3.9 | 2.6 | 3.3 |
| Construction | 3.6 | 0.8 | 2.4 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 3.0 | 1.9 | 2.5 |
| Transportation and storage | 5.3 | 2.8 | 4.3 |
| Accommodation and food services activities | 19.0 | 11.6 | 15.9 |
| Information and communication | 2.9 | 2.3 | 2.6 |
| Financial and insurance activities | 1.5 | 1.1 | 1.4 |
| Real estate activities | 0.3 | 0.1 | 0.2 |
| Professional, Scientific and technical activities | 0.9 | 0.6 | 0.8 |
| Administrative and support service activities | 0.9 | 0.3 | 0.6 |
| Public administration and defense; compulsory social security | 23.9 | 21.0 | 22.6 |
| Education | 17.8 | 36.1 | 25.5 |
| Human health and social work activity | 5.6 | 11.9 | 8.3 |
| Art, entertainment and recreation | 0.5 | 0.5 | 0.5 |
| Other service activities | 0.1 | 0.1 | 0.1 |
| Total Percentage | 100 | 100 | 100 |
| Total Number | 30,757 | 22,436 | 53,193 |

Table 2.5.2: Total Employment by Industry, Type of Contract and Sex, 2014/2015 FSEES

| Industry | Permanent | | | Temporary | | | Casual | | | Total | | |
|--|---------------|---------------|---------------|--------------|--------------|---------------|--------------|--------------|--------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 1,564 | 788 | 2,352 | 1 | 0 | 1 | 0 | 0 | 0 | 1,565 | 788 | 2,353 |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 87 | 77 | 164 | 87 | 77 | 164 |
| Manufacturing | 298 | 191 | 489 | 249 | 79 | 328 | 472 | 182 | 654 | 1,019 | 452 | 1,471 |
| Electricity, gas, steam and air conditioning supply | 591 | 124 | 715 | 13 | 0 | 13 | 0 | 0 | 0 | 604 | 124 | 728 |
| Water supply; sewerage, waste management and remediation activities | 1,129 | 570 | 1,699 | 41 | 6 | 47 | 16 | 3 | 19 | 1,186 | 579 | 1,765 |
| Construction | 900 | 140 | 1,040 | 154 | 15 | 169 | 65 | 15 | 80 | 1,119 | 170 | 1,289 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 471 | 189 | 660 | 334 | 174 | 508 | 103 | 64 | 167 | 908 | 427 | 1,335 |
| Transportation and storage | 1,145 | 422 | 1,567 | 36 | 16 | 52 | 447 | 199 | 646 | 1,628 | 637 | 2,265 |
| Accommodation and food services activities | 1,079 | 517 | 1,596 | 4,396 | 1,962 | 6,358 | 370 | 119 | 489 | 5,845 | 2,598 | 8,443 |
| Information and communication | 332 | 261 | 593 | 555 | 242 | 797 | 11 | 4 | 15 | 898 | 507 | 1,405 |
| Financial and insurance activities | 290 | 167 | 457 | 184 | 88 | 272 | 1 | 2 | 3 | 475 | 257 | 732 |
| Real estate activities | 89 | 33 | 122 | 3 | 0 | 3 | 4 | 0 | 4 | 96 | 33 | 129 |
| Professional, Scientific and technical activities | 263 | 130 | 393 | 28 | 13 | 41 | 0 | 0 | 0 | 291 | 143 | 434 |
| Administrative and support service activities | 114 | 27 | 141 | 139 | 27 | 166 | 33 | 5 | 38 | 286 | 59 | 345 |
| Public administration and defense; compulsory social security | 6,328 | 4,150 | 10,478 | 981 | 483 | 1,464 | 32 | 53 | 85 | 7,341 | 4,686 | 12,027 |
| Education | 4,770 | 7,353 | 12,123 | 509 | 447 | 956 | 210 | 296 | 506 | 5,489 | 8,096 | 13,585 |
| Human health and social work activity | 1,613 | 2,556 | 4,169 | 47 | 58 | 105 | 62 | 57 | 119 | 1,722 | 2,671 | 4,393 |
| Art, entertainment and recreation | 151 | 112 | 263 | 0 | 0 | 0 | 19 | 6 | 25 | 170 | 118 | 288 |
| Other service activities | 22 | 9 | 31 | 2 | 0 | 2 | 4 | 5 | 9 | 28 | 14 | 42 |
| Total Employment | 21,149 | 17,739 | 38,888 | 7,672 | 3,610 | 11,282 | 1,936 | 1,087 | 3,023 | 30,757 | 22,436 | 53,193 |

Table 2.6.2: Total Employment by Industry, Sector and Sex, 2014/2015 FSEES

| Industry | Government | | | Government Parastatal | | | Private | | | Total | | |
|--|---------------|---------------|---------------|-----------------------|--------------|--------------|---------------|--------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 1,565 | 788 | 2,353 | 0 | 0 | 0 | 0 | 0 | 0 | 1,565 | 788 | 2,353 |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 87 | 77 | 164 | 87 | 77 | 164 |
| Manufacturing | 44 | 57 | 101 | 99 | 88 | 187 | 876 | 307 | 1,183 | 1,019 | 452 | 1,471 |
| Electricity, gas, steam and air conditioning supply | 0 | 0 | 0 | 604 | 124 | 728 | 0 | 0 | 0 | 604 | 124 | 728 |
| Water supply; sewerage, waste management and remediation activities | 573 | 493 | 1,066 | 613 | 86 | 699 | 0 | 0 | 0 | 1,186 | 579 | 1,765 |
| Construction | 848 | 130 | 978 | 0 | 0 | 0 | 271 | 40 | 311 | 1,119 | 170 | 1,289 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 0 | 0 | 0 | 152 | 115 | 267 | 756 | 312 | 1,068 | 908 | 427 | 1,335 |
| Transportation and storage | 0 | 0 | 0 | 1,201 | 576 | 1,777 | 427 | 61 | 488 | 1,628 | 637 | 2,265 |
| Accommodation and food services activities | 51 | 67 | 118 | 0 | 0 | 0 | 5,794 | 2,531 | 8,325 | 5,845 | 2,598 | 8,443 |
| Information and communication | 0 | 0 | 0 | 202 | 214 | 416 | 696 | 293 | 989 | 898 | 507 | 1,405 |
| Financial and insurance activities | 0 | 0 | 0 | 377 | 187 | 564 | 98 | 70 | 168 | 475 | 257 | 732 |
| Real estate activities | 89 | 33 | 122 | 0 | 0 | 0 | 7 | 0 | 7 | 96 | 33 | 129 |
| Professional, Scientific and technical activities | 221 | 108 | 329 | 46 | 16 | 62 | 24 | 19 | 43 | 291 | 143 | 434 |
| Administrative and support service activities | 0 | 0 | 0 | 0 | 0 | 0 | 286 | 59 | 345 | 286 | 59 | 345 |
| Public administration and defense; compulsory social security | 6,664 | 4,528 | 11,192 | 48 | 12 | 60 | 629 | 146 | 775 | 7,341 | 4,686 | 12,027 |
| Education | 4,227 | 7,020 | 11,247 | 187 | 115 | 302 | 1,075 | 961 | 2,036 | 5,489 | 8,096 | 13,585 |
| Human health and social work activity | 1,475 | 2,376 | 3,851 | 0 | 0 | 0 | 247 | 295 | 542 | 1,722 | 2,671 | 4,393 |
| Art, entertainment and recreation | 89 | 82 | 171 | 22 | 24 | 46 | 59 | 12 | 71 | 170 | 118 | 288 |
| Other service activities | 2 | 3 | 5 | 0 | 0 | 0 | 26 | 11 | 37 | 28 | 14 | 42 |
| Total | 15,848 | 15,685 | 31,533 | 3,551 | 1,557 | 5,108 | 11,358 | 5,194 | 16,552 | 30,757 | 22,436 | 53,193 |

Table 2.6.2: Number of Employment by Industry, citizenship and Sex, 2014/2015 FSEES

| Industry | Citizen | | | Noncitizen | | | Total | | |
|--|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 1,565 | 788 | 2,353 | 0 | 0 | 0 | 1,565 | 788 | 2,353 |
| Mining and Quarrying | 87 | 77 | 164 | 0 | 0 | 0 | 87 | 77 | 164 |
| Manufacturing | 992 | 451 | 1,443 | 27 | 1 | 28 | 1,019 | 452 | 1,471 |
| Electricity, gas, steam and air conditioning supply | 604 | 124 | 728 | 0 | 0 | 0 | 604 | 124 | 728 |
| Water supply; sewerage, waste management and remediation activities | 1,186 | 579 | 1,765 | 0 | 0 | 0 | 1,186 | 579 | 1,765 |
| Construction | 1,109 | 170 | 1,279 | 10 | 0 | 10 | 1,119 | 170 | 1,289 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 880 | 424 | 1,304 | 28 | 3 | 31 | 908 | 427 | 1,335 |
| Transportation and storage | 1,618 | 637 | 2,255 | 10 | 0 | 10 | 1,628 | 637 | 2,265 |
| Accommodation and food services activities | 5,532 | 2,482 | 8,014 | 313 | 116 | 429 | 5,845 | 2,598 | 8,443 |
| Information and communication | 896 | 507 | 1,403 | 2 | 0 | 2 | 898 | 507 | 1,405 |
| Financial and insurance activities | 474 | 257 | 731 | 1 | 0 | 1 | 475 | 257 | 732 |
| Real estate activities | 96 | 33 | 129 | 0 | 0 | 0 | 96 | 33 | 129 |
| Professional, Scientific and technical activities | 291 | 142 | 433 | 0 | 1 | 1 | 291 | 143 | 434 |
| Administrative and support service activities | 280 | 54 | 334 | 6 | 5 | 11 | 286 | 59 | 345 |
| Public administration and defense; compulsory social security | 7,322 | 4,680 | 12,002 | 19 | 6 | 25 | 7,341 | 4,686 | 12,027 |
| Education | 5,374 | 8,021 | 13,395 | 115 | 75 | 190 | 5,489 | 8,096 | 13,585 |
| Human health and social work activity | 1,709 | 2,665 | 4,374 | 13 | 6 | 19 | 1,722 | 2,671 | 4,393 |
| Art, entertainment and recreation | 168 | 116 | 284 | 2 | 2 | 4 | 170 | 118 | 288 |
| Other service activities | 28 | 14 | 42 | 0 | 0 | 0 | 28 | 14 | 42 |
| Total | 30,211 | 22,221 | 52,432 | 546 | 215 | 761 | 30,757 | 22,436 | 53,193 |

Table 3.1.3: Regular Citizen Employee by Wage Group and Sex, 2014/2015 FSEES

| Wage Group | Male | Female | Total |
|---------------------|---------------|---------------|---------------|
| Under 100,000 | 29 | 72 | 101 |
| 100,000-199,999 | 6,688 | 4,329 | 11,017 |
| 200,000-299,999 | 4,919 | 6,392 | 11,311 |
| 300,000-399,999 | 3,459 | 3,623 | 7,082 |
| 400,000-499,999 | 2,359 | 1,590 | 3,949 |
| 500,000 + | 3,469 | 1,616 | 5,085 |
| Total Number | 20,923 | 17,622 | 38,545 |

Table 3.2:3: Regular Citizen Employees by Wage Group, Sector and Sex, 2014/2015 FSEES

| Wage Group | 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 | 29 | 72 | 101 | 29 | 72 | 101 |
| 100,000-199,999 | 5,066 | 3,533 | 8,599 | 255 | 49 | 304 | 1,367 | 747 | 2,114 | 6,688 | 4,329 | 11,017 |
| 200,000-299,999 | 3,820 | 5,991 | 9,811 | 422 | 113 | 535 | 677 | 288 | 965 | 4,919 | 6,392 | 11,311 |
| 300,000-399,999 | 2,396 | 3,114 | 5,510 | 715 | 418 | 1,133 | 348 | 91 | 439 | 3,459 | 3,623 | 7,082 |
| 400,000-499,999 | 1,514 | 1,248 | 2,762 | 629 | 230 | 859 | 216 | 112 | 328 | 2,359 | 1,590 | 3,949 |
| 500,000 + | 2,167 | 1,104 | 3,271 | 817 | 352 | 1,169 | 485 | 160 | 645 | 3,469 | 1,616 | 5,085 |
| Total Number | 14,963 | 14,990 | 29,953 | 2,838 | 1,162 | 4,000 | 3,122 | 1,470 | 4,592 | 20,923 | 17,622 | 38,545 |

Table 3.3.3: Percentage Distribution of Regular Citizen by Industry and Wage Group, 2014/2015 FSEES

| Industry | Under 100,000 | | 100,000-199,999 | | 200,000-299,999 | | 300,000-399,999 | | 5400,000-499,999 | | 500,000 + | | Total | |
|---|---------------|-----------|-----------------|--------------|-----------------|--------------|-----------------|--------------|------------------|--------------|--------------|--------------|---------------|---------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Agriculture forestry and fishing | 0 | 0 | 999 | 518 | 417 | 224 | 70 | 22 | 35 | 17 | 43 | 7 | 1,564 | 788 |
| Mining and quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manufacturing | 0 | 0 | 125 | 91 | 65 | 51 | 34 | 24 | 16 | 15 | 49 | 9 | 289 | 190 |
| Electricity gas steam and air conditioning supply | 0 | 0 | 37 | 12 | 83 | 12 | 290 | 62 | 93 | 21 | 88 | 17 | 591 | 124 |
| Water supply sewerage waste management | 0 | 0 | 537 | 370 | 379 | 150 | 109 | 21 | 60 | 19 | 44 | 10 | 1129 | 570 |
| Construction | 1 | 0 | 511 | 60 | 286 | 57 | 40 | 8 | 11 | 3 | 47 | 12 | 896 | 140 |
| Wholesale, retail trade, repair of motor vehicles and motorcycles | 3 | 9 | 199 | 103 | 74 | 9 | 109 | 35 | 50 | 26 | 18 | 5 | 453 | 187 |
| Transportation and storage | 0 | 0 | 37 | 8 | 94 | 15 | 162 | 129 | 458 | 155 | 390 | 115 | 1,141 | 422 |
| Accommodation and food service activities | 1 | 0 | 475 | 296 | 289 | 142 | 118 | 21 | 60 | 4 | 52 | 6 | 995 | 469 |
| Information and communication | 0 | 0 | 59 | 26 | 24 | 10 | 147 | 181 | 5 | 0 | 95 | 44 | 330 | 261 |
| Financial and insurance activities | 0 | 1 | 2 | 3 | 0 | 0 | 1 | 0 | 19 | 11 | 268 | 152 | 290 | 167 |
| Real estate activities | 0 | 0 | 51 | 18 | 26 | 13 | 4 | 0 | 2 | 2 | 6 | 0 | 89 | 33 |
| Professional, scientific and technical activities | 0 | 0 | 105 | 69 | 39 | 15 | 30 | 15 | 14 | 3 | 75 | 28 | 263 | 130 |
| Administrative and support service activities | 0 | 0 | 87 | 18 | 7 | 3 | 6 | 2 | 1 | 1 | 10 | 3 | 111 | 27 |
| Public administration and defense compulsory social security | 0 | 0 | 2,397 | 1,382 | 1,412 | 1,386 | 939 | 667 | 487 | 278 | 1,076 | 431 | 6,311 | 4,144 |
| Education | 20 | 62 | 468 | 531 | 1,333 | 3,568 | 980 | 1,667 | 943 | 873 | 948 | 595 | 4,692 | 7,296 |
| Human health and social work activities | 0 | 0 | 507 | 774 | 342 | 682 | 411 | 766 | 102 | 156 | 246 | 177 | 1,608 | 2,555 |
| Arts, entertainment and recreation | 0 | 0 | 80 | 47 | 48 | 53 | 9 | 3 | 2 | 4 | 10 | 3 | 149 | 110 |
| Other service activities | 4 | 0 | 12 | 3 | 1 | 2 | 0 | 0 | 1 | 2 | 4 | 2 | 22 | 9 |
| Total | 29 | 72 | 6,688 | 4,329 | 4,919 | 6,392 | 3,459 | 3,623 | 2,359 | 1,590 | 3,469 | 1,616 | 20,923 | 17,622 |

Table 4.1.4: Total Cash Earnings by Sector and Sex, 2014/2015 FSEES**(Million-TZS)**

| Sector | Male | Female | Total |
|-----------------------|----------------|---------------|----------------|
| Government | 78,484 | 72,111 | 150,595 |
| Government Parastatal | 22,750 | 9,870 | 32,619 |
| Private | 40,768 | 14,732 | 55,500 |
| Total | 142,002 | 96,712 | 238,714 |

Table 4.2.4: Monthly Average Salary of Employees by Sector and Sex, 2014/2015 FSEES**(TZS)**

| Sector | Male | Female | Total |
|-----------------------|----------------|----------------|----------------|
| Government | 412,692 | 383,119 | 397,982 |
| Government Parastatal | 533,876 | 528,235 | 532,157 |
| Private | 299,116 | 236,365 | 279,425 |
| Total | 384,741 | 359,216 | 373,975 |

Table 4.4.4: Annual Salary of Employees by Industry and Sex, 2014/2015 FSEES
(Million TZS)

| Industry | Male | Female | Total |
|--|----------------|---------------|----------------|
| Agriculture, forestry and fishing | 4,748 | 2,086 | 6,835 |
| Mining and Quarrying | 155 | 130 | 285 |
| Manufacturing | 2,891 | 1,029 | 3,920 |
| Electricity, gas, steam and air conditioning supply | 3,079 | 569 | 3,647 |
| Water supply; sewerage, waste management and remediation activities | 3,651 | 1,691 | 5,342 |
| Construction | 3,260 | 590 | 3,851 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 3,133 | 1,238 | 4,371 |
| Transportation and storage | 8,885 | 3,028 | 11,913 |
| Accommodation and food services activities | 19,974 | 6,712 | 26,686 |
| Information and communication | 2,670 | 1,321 | 3,992 |
| Financial and insurance activities | 6,013 | 3,900 | 9,912 |
| Real estate activities | 286 | 88 | 375 |
| Professional, Scientific and technical activities | 2,115 | 1,037 | 3,151 |
| Administrative and support service activities | 1,020 | 378 | 1,398 |
| Public administration and defense; compulsory social security | 38,538 | 25,520 | 64,058 |
| Education | 27,579 | 32,134 | 59,713 |
| Human health and social work activity | 13,362 | 14,840 | 28,202 |
| Art, entertainment and recreation | 512 | 382 | 894 |
| Other service activities | 132 | 38 | 170 |
| Total | 142,002 | 96,712 | 238,714 |

Table 4.5.4: Cash Earnings of Regular Citizen Employees by Industry, Sector and Sex, FSEES 2014/15

(TZS)

| INDUSTRY | Government | | | Government Parastatal | | | Private | | | Total | | |
|--|------------|--------|--------|-----------------------|--------|-------|---------|--------|-------|-------|--------|--------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture | 395 | 174 | 569 | 0 | 0 | 0 | 0 | 0 | 0 | 395 | 174 | 569 |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manufacturing | 12 | 12 | 24 | 19 | 13 | 32 | 37 | 19 | 56 | 69 | 44 | 113 |
| Electricity, gas, steam and air conditioning supply | 0 | 0 | 0 | 254 | 47 | 301 | 0 | 0 | 0 | 254 | 47 | 301 |
| Water supply; sewerage, waste management and remediation activities | 82 | 109 | 190 | 214 | 31 | 245 | 0 | 0 | 0 | 295 | 140 | 435 |
| Construction | 188 | 33 | 220 | 0 | 0 | 0 | 22 | 5 | 28 | 210 | 38 | 248 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 0 | 0 | 0 | 56 | 25 | 81 | 82 | 42 | 125 | 138 | 67 | 205 |
| Transportation and storage | 0 | 0 | 0 | 425 | 177 | 602 | 160 | 20 | 179 | 584 | 197 | 781 |
| Accommodation and food services activities | 8 | 10 | 19 | 0 | 0 | 0 | 264 | 89 | 354 | 272 | 100 | 372 |
| Information and communication | 0 | 0 | 0 | 67 | 55 | 122 | 109 | 39 | 148 | 176 | 94 | 270 |
| Financial and insurance activities | 0 | 0 | 0 | 339 | 174 | 514 | 131 | 54 | 185 | 471 | 228 | 699 |
| Real estate activities | 22 | 7 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 22 | 7 | 30 |
| Professional, Scientific and technical activities | 80 | 41 | 120 | 79 | 36 | 115 | 3 | 0 | 3 | 162 | 77 | 239 |
| Administrative and support service activities | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 6 | 22 | 17 | 6 | 22 |
| Public administration and defense; compulsory social security | 2,919 | 2,008 | 4,926 | 23 | 5 | 28 | 37 | 11 | 49 | 2,979 | 2,024 | 5,003 |
| Education | 1,566 | 2,359 | 3,925 | 211 | 87 | 298 | 174 | 81 | 255 | 1,950 | 2,527 | 4,477 |
| Human health and social work activity | 989 | 1,123 | 2,112 | 0 | 0 | 0 | 70 | 81 | 150 | 1,059 | 1,204 | 2,263 |
| Art, entertainment and recreation | 24 | 19 | 43 | 6 | 8 | 14 | 7 | 1 | 8 | 37 | 28 | 66 |
| Other service activities | 6 | 1 | 8 | 0 | 0 | 0 | 4 | 1 | 6 | 11 | 3 | 13 |
| Total | 6,290 | 5,897 | 12,187 | 1,693 | 659 | 2,352 | 1,118 | 449 | 1,568 | 9,101 | 7,005 | 16,107 |

Table 5.1.5: Annual Wage Bill by Sector, FSEES 2014/15**(Million TZS)**

| Sector | Salary | Free Ration | Other Benefit | Wage bill |
|-----------------------|----------------|--------------------|----------------------|------------------|
| Government | 150,595 | 2,015 | 28,269 | 180,878 |
| Government Parastatal | 32,619 | 1,345 | 14,812 | 48,775 |
| Private | 55,500 | 11,443 | 14,466 | 81,410 |
| Total | 238,714 | 14,803 | 57,547 | 311,064 |

Table 5.2.5: Composition of Annual Wage Bill by Industry, FSEES 2014/15
(Million TZS)

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|----------------|---------------|---------------|----------------|
| Agriculture, forestry and fishing | 6,835 | 24 | 1,181 | 8,039 |
| Mining and Quarrying | 285 | 0 | 0 | 285 |
| Manufacturing | 3,920 | 145 | 1,026 | 5,090 |
| Electricity, gas, steam and air conditioning supply | 3,647 | 331 | 3,500 | 7,479 |
| Water supply; sewerage, waste management and remediation activities | 5,342 | 7 | 977 | 6,325 |
| Construction | 3,851 | 106 | 477 | 4,433 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 4,371 | 478 | 1,826 | 6,675 |
| Transportation and storage | 11,913 | 397 | 2,339 | 14,649 |
| Accommodation and food services activities | 26,686 | 10,213 | 7,817 | 44,716 |
| Information and communication | 3,992 | 10 | 920 | 4,921 |
| Financial and insurance activities | 9,912 | 651 | 5,748 | 16,311 |
| Real estate activities | 375 | - | 47 | 421 |
| Professional, Scientific and technical activities | 3,151 | 26 | 630 | 3,807 |
| Administrative and support service activities | 1,398 | 102 | 175 | 1,674 |
| Public administration and defense; compulsory social security | 64,058 | 1,931 | 22,448 | 88,437 |
| Education | 59,713 | 327 | 7,427 | 67,467 |
| Human health and social work activity | 28,202 | 15 | 666 | 28,883 |
| Art, entertainment and recreation | 894 | 34 | 325 | 1,253 |
| Other service activities | 170 | 7 | 19 | 196 |
| Total | 238,714 | 14,803 | 57,547 | 311,064 |

Table 5.3.5: Composition of Annual Wage Bill by Industry and Employment Status, FSEES 2014/15

(Million TZS)

| | Permanent salary | Temporary salary | Causal salary | Free Ration | Other Benefit | Wagebill |
|--|------------------|------------------|---------------|---------------|---------------|----------------|
| Agriculture, forestry and fishing | 6,826 | 9 | 0 | 24 | 1,181 | 8,039 |
| Mining and Quarrying | 0 | 0 | 285 | 0 | 0 | 285 |
| Manufacturing | 1,494 | 772 | 1,653 | 145 | 1,026 | 5,090 |
| Electricity, gas, steam and air conditioning supply | 3,617 | 30 | 0 | 331 | 3,500 | 7,479 |
| Water supply; sewerage, waste management and remediation activities | 5,221 | 87 | 34 | 7 | 977 | 6,325 |
| Construction | 2,986 | 614 | 250 | 106 | 477 | 4,433 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 2,830 | 1,336 | 206 | 478 | 1,826 | 6,675 |
| Transportation and storage | 9,520 | 326 | 2,068 | 397 | 2,339 | 14,649 |
| Accommodation and food services activities | 7,275 | 18,487 | 924 | 10,213 | 7,817 | 44,716 |
| Information and communication | 3,263 | 704 | 25 | 10 | 920 | 4,921 |
| Financial and insurance activities | 8,384 | 1,523 | 5 | 651 | 5,748 | 16,311 |
| Real estate activities | 354 | 10 | 10 | 0 | 47 | 421 |
| Professional, Scientific and technical activities | 2,868 | 283 | 0 | 26 | 630 | 3,807 |
| Administrative and support service activities | 281 | 1,024 | 93 | 102 | 175 | 1,674 |
| Public administration and defense; compulsory social security | 60,078 | 3,899 | 81 | 1,931 | 22,448 | 88,437 |
| Education | 55,072 | 4,413 | 227 | 327 | 7,427 | 67,467 |
| Human health and social work activity | 27,224 | 650 | 328 | 15 | 666 | 28,883 |
| Art, entertainment and recreation | 849 | 0 | 45 | 34 | 325 | 1,253 |
| Other service activities | 161 | 3 | 7 | 7 | 19 | 196 |
| Total | 198,303 | 34,169 | 6,242 | 14,803 | 57,547 | 311,064 |

Table 5.4.5: Composition of Annual Wage Bill by Industry, FSEES 2014/15 - Government

(Million TZS)

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|---|----------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing | 6,835 | 24 | 1,181 | 8,039 |
| Manufacturing | 291 | 0 | 32 | 323 |
| Water supply; sewerage, waste management and remediation activities | 2,395 | 1 | 407 | 2,802 |
| Construction | 2,645 | 1 | 240 | 2,886 |
| Accommodation and food services activities | 226 | 6 | 79 | 311 |
| Real estate activities | 354 | 0 | 47 | 401 |
| Professional, Scientific and technical activities | 1,475 | 12 | 370 | 1,857 |
| Public administration and defence; compulsory social security | 62,733 | 1,917 | 21,224 | 85,874 |
| Education | 47,418 | 40 | 3,986 | 51,444 |
| Human health and social work activity | 25,611 | 14 | 508 | 26,133 |
| Art, entertainment and recreation | 521 | 0 | 197 | 718 |
| Other service activities | 90 | 0 | 0 | 90 |
| Total | 150,595 | 2,015 | 28,269 | 180,878 |

Table 5.5.5: Composition of Annual Wage Bill by Industry, FSEES 2014/15 - Government Parastatal


(Million TZS)

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|---------------|--------------|---------------|---------------|
| Manufacturing | 521 | 0 | 179 | 700 |
| Electricity, gas, steam and air conditioning supply | 3,647 | 331 | 3,500 | 7,479 |
| Water supply; sewerage, waste management and remediation activities | 2,947 | 6 | 570 | 3,523 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 1,044 | 189 | 1,154 | 2,388 |
| Transportation and storage | 9,542 | 160 | 1,589 | 11,291 |
| Information and communication | 1,507 | 6 | 276 | 1,790 |
| Financial and insurance activities | 7,640 | 613 | 5,175 | 13,428 |
| Professional, Scientific and technical activities | 1,420 | 9 | 234 | 1,664 |
| Public administration and defense; compulsory social security | 343 | 14 | 504 | 862 |
| Education | 3,837 | 16 | 1,532 | 5,384 |
| Art, entertainment and recreation | 170 | 0 | 98 | 268 |
| Total | 32,619 | 1,345 | 14,812 | 48,775 |

**Table 5.6.5: Composition of Annual Wage Bill by Industry, FSEES 2014/15 - Private
(Million TZS)**

| Industry | Total salary | Free Ration | Other Benefit | Wage bill |
|--|---------------------|--------------------|----------------------|------------------|
| Mining and Quarrying | 285 | 0 | 0 | 285 |
| Manufacturing | 3,108 | 145 | 815 | 4,068 |
| Construction | 1,205 | 105 | 237 | 1,548 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 3,327 | 289 | 671 | 4,287 |
| Transportation and storage | 2,371 | 237 | 750 | 3,359 |
| Accommodation and food services activities | 26,460 | 10,207 | 7,738 | 44,405 |
| Information and communication | 2,484 | 3 | 644 | 3,131 |
| Financial and insurance activities | 2,272 | 38 | 573 | 2,883 |
| Real estate activities | 20 | 0 | 0 | 20 |
| Professional, Scientific and technical activities | 256 | 4 | 26 | 286 |
| Administrative and support service activities | 1,398 | 102 | 175 | 1,674 |
| Public administration and defense; compulsory social security | 981 | 0 | 720 | 1,702 |
| Education | 8,459 | 271 | 1,910 | 10,639 |
| Human health and social work activity | 2,590 | 1 | 158 | 2,750 |
| Art, entertainment and recreation | 203 | 33 | 31 | 267 |
| Other service activities | 80 | 7 | 19 | 106 |
| Total | 55,500 | 11,443 | 14,466 | 81,410 |

Appendix 2: Questionnaire

| | |
|--|--|
| CONFIDENTIAL | FORM EE 2014/15 |
|  | REVOLUTIONARY GOVERNMENT OF ZANZIBAR OFFICE OF CHIEF GOVERNMENT STATISTICIAN |
| <div style="border: 2px solid black; padding: 5px; display: inline-block;"> EMPLOYMENT AND EARNINGS SURVEY 2014/15 </div> | |
| <div style="border: 2px solid black; padding: 5px;"> NAME OF MINISTRY/COMPANY:..... NAME OF ESTABLISHMENT:..... IDENTITY NUMBER <div style="display: inline-block; width: 20px; height: 20px; border: 1px solid black; margin: 0 5px;"></div> <div style="display: inline-block; width: 20px; height: 20px; border: 1px solid black; margin: 0 5px;"></div> <div style="display: inline-block; width: 20px; height: 20px; border: 1px solid black; margin: 0 5px;"></div> <div style="display: inline-block; width: 20px; height: 20px; border: 1px solid black; margin: 0 5px;"></div> (For Office use only) </div> | |
| Office of Chief Government Statistician , P.O Box 2321, Zanzibar, Tel. No. 2231869, Fax: (024) 2231742 Email: manager-social@ocgs.go.tz | OR Office of Chief Government Statistician P.O Box 90, Chake Chake Pemba Tel No 024 2452675, Fax :(024) 2452675 |

Explanatory Notes:

1. These Statistics are collected under the "Statistics Act No.9 of 2007 " of Revolutionary Government of Zanzibar, which makes it legal requirement to complete and return to the Office of the Chief government Statistician.
2. If non - citizen salaries are paid abroad, an estimate should be made for salaries remitted to this country. Directors and Partners receiving regular salaries must be included.
3. Do not include domestic servants in Private households and non-salaried working proprietors and non salaried family workers.
4. This form must be returned to the Office of the Chief Government Statistician within two weeks from the day you receive it even if you have no business or no employees. State the reason
.....
.....
.....
.....
.....
5. Failure to submit the required information and in time is an offense.
6. All persons receiving monthly, weekly or daily wages must be shown on this form even if they are on paid leave, absent or sick during 30th June 2015.
7. All information relating to individual firms is confidential and will not be divulged to any other organization.

SECTION A: IDENTIFICATION

| | | | | | | | |
|---|---|--|--|----------------------------|--------|--|--|
| 1 | Name of establishment | | | | | | |
| 2 | Locatoion | | | | | | |
| | Region | | | | | | |
| | District | | | | | | |
| | Shehia | | | | | | |
| | | | | For office use only | | | |
| | | | | Identity | | | |
| | | | | Ownership (Sector) | | | |
| | | | | ISIC Code | | | |
| | | | | Total number of Employees | | | |
| | | | | Class Size | | | |
| 3 | Adress | | | | | | |
| | P.O.Box | | | | Tel. | | |
| | Fax | | | | Email: | | |
| 4 | OWNERSHIP (write appropriate number) | | | | | | |
| 1 | Government | | | | | | |
| 2 | Public Enterprises | | | | | | |
| 3 | International Organization | | | | | | |
| 4 | Citizen | | | | | | |
| 5 | Non Citizen | | | | | | |
| 6 | NGO's | | | | | | |
| 7 | Partnership with Government & Company or Government and Private | | | | | | |
| 8 | Private Partnership | | | | | | |
| 9 | Faith base Organisation | | | | | | |

SECTION B: DESCRIPTION OF BUSINESS

| | | | | | | | |
|---|--|--|--|--|--|--|--|
| 1 | Name main crop grown/article made or repaired/type of service provided | | | | | | |
| 2 | Name any other/crop grown/articles made or repaired/type of service produced | | | | | | |

SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2015

(a) Permanent Employees

State the cash earnings for the month of June, 2015 of all regular employees before any deduction (basic salary) Any allowance should be included in section E

| Citizenship | Sex | Number of Regular Employees for the month of June, 2015 | | Cash earnings during June 2015 (to the nearest shillings) | Average Salary for the month of June, 2015 |
|---------------------------------|---------|---|----|---|--|
| (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

| Citizenship | Sex | Number of Contract Employees | | Cash earnings during June 2015 (to the nearest shillings) | Average Salary for the month of June, 2015 |
|---------------------------------|---------|------------------------------|----|---|--|
| (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 is for citizen only. The total should be the same as section C above

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

SECTION E (I) The Distribution of Permanent Employees according to the their experiences

| Citizenship | Sex | Leaders | Specialist | Skilled Labour | Unskilled labour |
|---------------------------------|---------|---------|------------|----------------|------------------|
| Citizen (Tanzanian's) | Males | | | | |
| | Females | | | | |
| Non - Citizen (Non Tanzanian's) | Males | | | | |
| | Females | | | | |

(ii)The Distribution of Temporary Employees in Contract Basis according to their Experiences

| Citizenship | Sex | Leaders | Specialist | Skilled Labour | Unskilled labour |
|---------------------------------|---------|---------|------------|----------------|------------------|
| Citizen (Tanzanian's) | Males | | | | |
| | Females | | | | |
| Non - Citizen (Non Tanzanian's) | Males | | | | |
| | Females | | | | |

SECTION E: CASUAL WORKERS

| Sex | Number of casual workers employed as on 30th June 2015 | Total person days worked during June, 2015 | Total cash earnings for the month of June 2015 | Average Salary for the month of June, 2015 |
|---------|--|--|--|--|
| (a) | (b) | (c) | (c) | (e) = (d)/(b) |
| Males | 01 | 02 | 03 | |
| Females | 04 | 05 | 06 | |
| Total | 7 | 8 | 9 | |

All persons receiving daily wages and other employees who have not worked for a full month must be included in this section.

Person days means the sum of the total number of days worked by each person during the month, whether he/she was actually employed on 30th June or not. e.g. if one employee have worked for 10 days and other two employees have each worked for 20 days, **the total person days worked** = $(1 \times 10) + (2 \times 20) = 50$ person days

SECTION F: BENEFITS

BENEFITS: Other benefits who are paid employees from July 2014 to June 2015

| OTHER BENEFITS | | Employment Contract | | | | | | |
|--|----|---------------------|----------------|--|--|--------|--|--|
| Type of Payment | | Permanent | Contract basis | | | Casual | | |
| Food allowance or free ration | 01 | | | | | | | |
| Paid Leave | 02 | | | | | | | |
| Housing allowance | 03 | | | | | | | |
| Transport allowance | 04 | | | | | | | |
| ZSSF 10%, NSSF, PPF etc | 05 | | | | | | | |
| Over time | 06 | | | | | | | |
| Outfit allowance | 07 | | | | | | | |
| Uniform for employees | 08 | | | | | | | |
| Acting allowance | 09 | | | | | | | |
| Bicycles allowance | 10 | | | | | | | |
| Risk allowance | 11 | | | | | | | |
| Medical allowance | 12 | | | | | | | |
| Petrol allowance | 13 | | | | | | | |
| Telephone allowance | 14 | | | | | | | |
| Electricity allowance | 15 | | | | | | | |
| Refreshment allowance | 16 | | | | | | | |
| Teaching allowance | 17 | | | | | | | |
| Others Development Expenditure allowance | 18 | | | | | | | |
| Others(specify) | | | | | | | | |
| | 19 | | | | | | | |
| | 20 | | | | | | | |
| | 21 | | | | | | | |

| SECTION: G | | | | | | | | | | | | | | | | | |
|---------------|-----------------------|--|--------------------------------|--|--|--|------------------------------|---|-----------------------|--|--|--|---------------|----------------------|-------------------|----------------------|--------|
| | | NUMBER OF NEW WORKERS EMPLOYED DURING THE LAST 12 MONTHS | | | | | | | | | | | | | | | |
| | | JULY 2014 - JUNE 2015 | | | | | | | | | | | | | | | |
| Serial Number | 1.Occupational Tittle | 2. Highest level of education | For Official Use Only TASCO | | | | 3a. Main subject of training | 3b. Is there any consistence between Occupational and subject of training 1=Yes, 2=No | For Official Use Only | | | | 4.Citizenship | 5. Employment Status | 6.Starting Salary | 7. Workers by Gender | |
| | (write in full) | Tertiary University.....1 Tertiary Non Universit....2 Certificate/diploma)3 eg. Accountant Nurse, doctor secondary teacher etc Vocational Education4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7 | | | | | eg. Accountancy | | | | | | | | | | |
| | | | | | | | | | | | | | | | (basic salary) | Total | |
| | | | | | | | | | | | | | | | (Tshs.) | Male | Female |
| 1 | | | | | | | | | | | | | | | | | |
| 2 | | | | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | | | |
| 5 | | | | | | | | | | | | | | | | | |
| 6 | | | | | | | | | | | | | | | | | |
| 7 | | | | | | | | | | | | | | | | | |
| 8 | | | | | | | | | | | | | | | | | |
| 9 | | | | | | | | | | | | | | | | | |
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SECTION H:

CURRENT JOB VACANCIES FOR THE LAST 12 MONTHS (JULY 2014 - JUNE 2015)

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

Appendix 3: Industrial Classification

International and adopted national classifications have been used to analyze employment characteristics of the survey. The United Nations International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4 has been used to classify industries for establishments covered in the survey. The establishments engaged in several activities were 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. TASCO on the other hand has been used to classify occupations to statistics of the employment covered in the survey further classifications have followed characteristics covered in the survey; for example classification by sectors of economy, type of contracts and citizenship.

The major industrial divisions according to ISIC Revision 4 are:-

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.

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.

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.

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.

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.

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, harbors and other water projects, irrigation systems, sewerage systems, industrial facilities, pipelines and electric lines, sports facilities etc.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

U: Activities of extraterritorial organizations and bodies

This section 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 Organization 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.