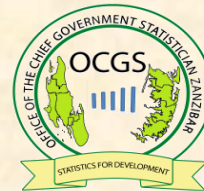




REVOLUTIONARY GOVERNMENT OF ZANZIBAR



OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2017/2018



ANALYTICAL REPORT

OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

**FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY
REPORT, 2017/2018**

MARCH, 2019

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 2017/2018 FSEES report provides the basis of information on employment and earnings, which cover Government Ministries, Government Parastatal, and registered Private Institutions. The survey excludes militaries, servants in private households, non-salaried working proprietors and non-salaried family workers. In terms of earnings, the survey captures only payments made 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 in 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 is an annual survey conducted by the Office of the Chief Government Statistician, Labour Statistics Unit under Social Statistics Section. The main objective of the survey is to provide information on employment and earnings of employees to be used for planning, policy formulation, and in decision-making processes. The specific objectives were to obtain the total number of employees of formal establishments from both government and private sectors, to obtain annual and average salaries paid to employees, wage bills used for employees, also to obtain the total number of new worker employed, number of new vacancies available, number of retired and fired/quit employees. The survey collects information on employees, such as total number, sex, citizenship, employment term, earnings, allowances and other benefit paid to employees.

This report illustrates the methods and findings of the survey. It consists of seven chapters, namely: Concept, Definition and Survey Methodology, Employment, Wage rate, Cash earnings, Wage bill, New Employees and New vacancies, retired and fired/ quit employees.

Employment

The total employment in formal sector was 59,079 out of whom 32,820 (55.6 percent) were males and 26,259 (44.4 percent) were females. Out of total employment, 54.4 percent were engaged in Government sector, 36.1 percent in Private sector and 9.5 percent in Parastatals.

Classification by terms of employment reported that 68.6 percent (40,499 employees) were regular employees. Contractual and casual employees comprised 27.7 percent (16,394 employees) and 3.7 percent (2,186 employees) respectively. Non-citizen employees account for only 1.3 percent of total employment.

The distribution of employment by industry shows that about 27.9 percent of employees were engaged in Education sector while 19.4 percent were in Public administration. The industry with the least number of employees was real estate which has 0.1 percent of total employment.

Wage Rate

Most (38.6 percent) of regular citizen employees earn between TZS 300,000 and TZS 399,999 per months. In the government and private sector, the majority of regular citizen employees (39.6 and 48.7 percent) earn between TZS 300,000 and TZS 399,999 while for parastatals the majority (42.7 percent) earn 600,000 and above. The majority of both male and female regular citizen employees (41.0 and 36.2 percent) earn between TZS 300,000 and TZS 399,999 per month respectively.

Cash Earnings

The average monthly salary of regular citizen employees was TZS 507,472 per month where males earn TZS 514,017 and females earn TZS 500,535 per month. The average monthly salary of Parastatal employees was observed to be TZS 669,246, the Government employees' average salary was 523,260 while for private employees it was 404,684.

Annual Wage Bill

According to this survey, the annual wage bill is the employers cost which includes annual salary, free rations and other benefits. The percentage share of annual salary was high compare with percentage share of other benefit and free rations. On average, the percentage share of annual salary from the total wage bill was 75.6 percent while the percentage share of other benefits was 21.1 percent.

New Employees

The total number of employees employed in 2017/18 was 3,190 persons of whom 1,632 employees (51.2 percent) were males and 1,558 employees (48.8 percent) were females. Out of total new employees, 54.6 percent were employed in the Government sector, 5.5 percent in Government Parastatals and 39.9 percent in the Private sector.

New Vacancies, Retired and Fired/Quit Employees

The findings indicate that, the largest proportion of new vacancies in 2017/18 were in government sector (81.0 percent) compared with the remaining sectors. Largest proportion of new vacancies require Certificate (33.2 percent) followed by tertiary university (29.0 percent) of which most of such vacancies were candidates in Technicians and Associate professionals.

However, the result shows that, the total number of retired employees in 2017/18 was 808 persons of whom 698 persons were in the Government sector, 78 persons in Government Parastatals and 32 persons in the Private sector. In addition, both Government Parastatals and Private sectors had higher proportions of male fired/quit employees than female employees unlike government sector.

Summary of Key Indicators by Sex, 2017/18 Formal Sector Employment and Earnings Survey

Indicators	Male	Female	Total
Total Employees by Sector	32,820	26,259	59,079
Government	14,975	17,169	32,144
Government Parastatal	3,639	1,977	5,616
Private	14,206	7,113	21,319
Youth Employees (Age 15-35)	14,483	10,646	25,129
Government	3,650	4,709	8,359
Government Parastatal	1,261	782	2,043
Private	9,572	5,155	14,727
Adult Employees (Age 36+)	18,337	15,613	33,950
Government	11,325	12,460	23,785
Government Parastatal	2,378	1,195	3,573
Private	4,634	1,958	6,592
Total Employment by Types of Contract	32,820	26,259	59,079
Regular Employees	20,558	19,941	40,499
Temporary Employees	10,863	5,531	16,394
Casual Employees	1,399	787	2,186
Total Employment by Citizenship	32,820	26,259	59,079
Citizen	32,272	26,035	58,307
Non-citizen	548	224	772
Distribution of Regular Citizen Employees by Sector and Wage Rates			
Government	14,180	16,785	30,965
Below TZS 200,000	0	0	0
Between 200,000 and 499,999	9,020	12,225	21,245
TZS 500,000+	5,160	4,560	9,720
Government Parastatal	3,035	1,491	4,526
Below TZS 200,000	0	0	0
Between 200,000 and 499,999	1,234	577	1,811
TZS 500,000+	1,801	914	2,715
Private	3,213	1,605	4,818
Below TZS 200,000	181	174	355
Between 200,000 and 499,999	2,245	1,018	3,263
TZS 500,000+	787	413	1,200
Average Monthly Salary of Regular Citizen Employees by Sector	514,017	500,535	507,472
Government	545,572	506,609	523,260
Government Parastatal	649,060	718,168	669,246
Private	406,551	400,981	404,684
Employees with disability by Types of Contract	170	95	265
Permanent disable	135	81	216
Temporary disable	35	14	49
Total New Employees by sector	1,632	1,558	3,190
Government	764	977	1,741
Government Parastatal	96	81	177
Private	772	500	1,272

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 covered Government, Parastatal institutions as well as registered Private establishments. This survey excludes militaries, 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 employment and earnings of employees working in formal sector in Zanzibar.

The specific objectives were to obtain: -

- Total number of employment in the formal sector
- Status of employment in the formal sector
- Total Earnings for employees in the formal sector
- Total wage-bill spend for employees
- Total number of new workers employed
- Total number of new vacancies
- Total number retired and fired/quit employees

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 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 Tanzania Standard Classification of Occupation (TASCO) codes 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 in the last full working day.

1.3.2 Regular Employee

The term Regular Employee refers to all permanent employees who are paid directly by the employer and do not have a predetermined end date to employment.

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 the normal amount 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 the employee and the actual cost of any free rations paid by employers in respect of their employees. The costs represent workers' claims 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 employees free of charge or for the amount of cash the employer pays to an employee as meal allowances. Also includes uniform and medical allowances.

1.3.8 Housing Allowance

The term Housing Allowance refers to the employer's housing facilities furnishes and given to employees 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 establishments.

1.3.12 Parastatals Sector

The term Parastatals Sector 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

The Formal Sector Employment and Earnings Survey was conducted in 2017/2018 by the Office of the Chief Government Statistician. The survey based on formal establishments and data was collected from Government institutions, Government Parastatals and formal private establishments. In this survey, establishment is the unit which is a legal economic entity engaging itself in any kind of economic activity at a fixed location.

The survey followed the financial year whereby the recorded total number of employees and their salaries was taken as at June, while free rations and other benefits were reported for the whole year.

CHAPTER TWO: EMPLOYMENT

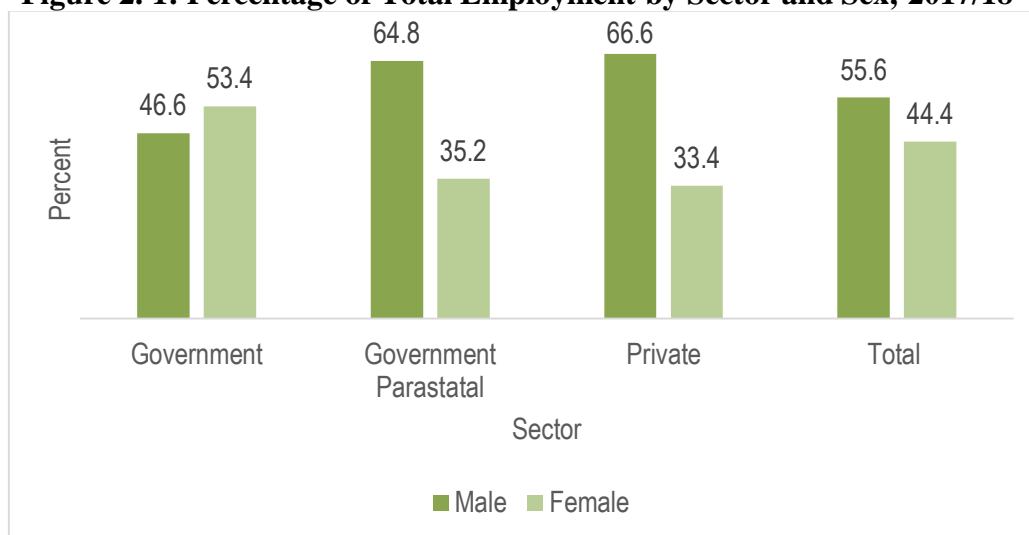
2.0 Introduction

This chapter presents total employment as at June, 2018 which shows the analysis of employees by sex, sector and industry. It also looks at the type of employment an employee has and their citizenship. Also shows number of employees with disability.

2.1 Employment by Sector

The results from Figure 2.1 revealed that, almost 55.6 percent of total employees were male employees while 44.4 percent were female employees. Government Parastatals and Private sectors had more variation between the two sexes. Therefore, the proportion of male employees was almost double compared with the proportion of female employees while in Government sector, there was less discrepancy where the proportion of males (46.6 percent) and females (53.4 percent) were almost the same.

Figure 2. 1: Percentage of Total Employment by Sector and Sex; 2017/18



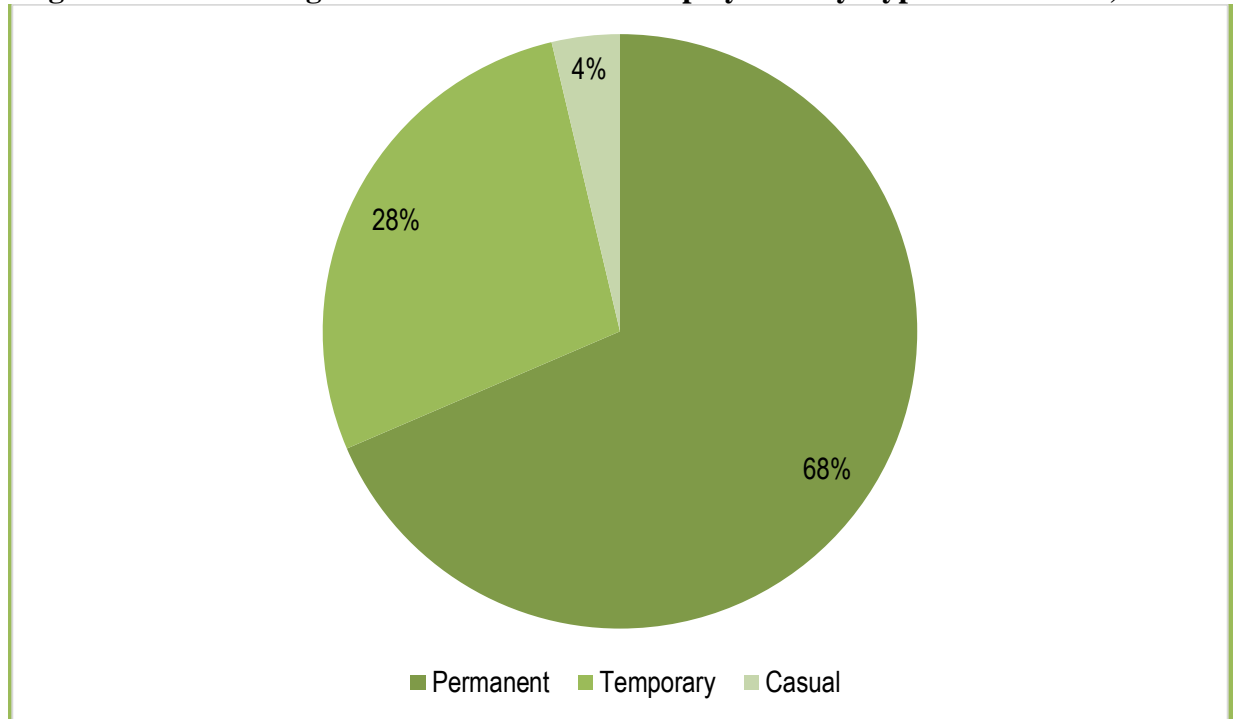
The result shows that, the total employment in 2017/18 was increased to 59,079 persons from 56,140 persons in 2016/17. Furthermore, the results indicate that the government sector is still an important sector in terms of employment with 32,144 employees in 2017/18 which is higher compared to government parastatal and private sector with (5,616 and 21,319 employees) respectively. Private sector had higher number of employees increased from 19,251 employees in 2016/17 to 21,319 employees in 2017/18, Table 2.1.

Table 2. 1: Number of Total Employment by Sector and Sex; 2016/17 and 2017/2018

Sector	2016/2017			2017/2018		
	Male	Female	Total	Male	Female	Total
Government	14,883	16,459	31,342	14,975	17,169	32,144
Government Parastatal	3,839	1,708	5,547	3,639	1,977	5,616
Private	12,619	6,632	19,251	14,206	7,113	21,319
Total Number	31,341	24,799	56,140	32,820	26,259	59,079

The analysis from the findings depicts that, about three quarters (68 percent) of total employees have permanent contracts and less than ten percent (4 percent) were casually employed, Figure 2.2.

Figure 2. 2: Percentage Distribution of Total Employment by Types of Contract; 2017/18



The government sector has more permanent employees compared with the remaining sectors whereby almost eight in every ten permanent employees (76.5 percent) were employed by the Government sector. Private sector has more employees with temporary (88.3 percent) and casual (83.6 percent) contract than other two remaining sectors.

In all three types of contract, the Government sector employed more permanent male employees (69.0 percent) while more male employees with temporary employment (88.3 percent) and casual (90.7 percent) contracts were employed in the private sector.

Most females who worked as casual employees were employed in the private sector (70.9 percent) followed by the Government Parastatal sector which accounted for 29.1 percent. On the other hand, females employed temporarily were of a greater number in the private sector (88.4 percent). Females who were permanently employed were more common in the Government sector (84.2 percent) compared to other sectors, Table 2.2.

Table 2. 2: Percentage Distribution of Total Employment by Sector, Types of Contract and Sex; 2017/18

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	69.0	84.2	76.5	7.3	6.9	7.2	0	0	0	45.6	65.4	54.4
Government Parastatal	14.8	7.5	11.2	4.4	4.6	4.5	9.3	29.1	16.4	11.1	7.5	9.5
Private	16.3	8.3	12.4	88.3	88.4	88.3	90.7	70.9	83.6	43.3	27.1	36.1
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	20,558	19,941	40,499	10,863	5,531	16,394	1,399	787	2,186	32,820	26,259	59,079

The results in Table 2.3 indicate that private sector had the highest proportion of youth employees (58.6 percent) compared with the remaining sectors. In addition, Private sector has more temporary employees (90.7 percent) and casual employees (76.0 percent) with contract basis than other two remaining sectors.

Government sector employed male employees permanently (76.3 percent) while, more male employees with temporary employment (91.6 percent) and casual employment (84.9 percent) with contracts were employed in private sector. Furthermore, similar employment pattern was observed by youth female employees, whereas government sector had the highest proportion of youth female employees with permanent contract (76.3 percent) while for temporary contract (89.1 percent) and casual (63.9 percent) more youth female employees were depicted in private sector.

Table 2. 3: Percentage Distribution of Youth (Age 15-35) Employees by Sector, Type of Contract and Sex; 2017/18

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	53.3	76.3	64.4	4.3	5.8	4.8	0	0	0	25.2	44.2	33.3
Government Parastatal	13.2	5.8	9.6	4.2	5.1	4.5	15.1	36.1	24.0	8.7	7.3	8.1
Private	33.5	17.9	25.9	91.6	89.1	90.7	84.9	63.9	76.0	66.1	48.4	58.6
Total	100	100	100	100	100	100	100	100	100	100	100	100
Number	6,255	5,857	12,112	7,369	4,155	11,524	859	634	1,493	14,483	10,646	25,129

Table 2.4 shows that, government sector has high proportion of adult employees (70.1 percent) compared with other sectors. Also Government sector employed more permanent adult male employees (75.8 percent) while more adult male employees with temporary employment (81.5 percent) were employed in the private sector.

Looking at casual adult employee's status, the results indicate that there were no casual adult employees in government and government parastatal.

Table 2. 4: Percentage Distribution of Adult (Age 36+) Employees by Sector, Type of Contract and Sex; 2017/18

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	75.8	87.4	81.6	13.8	10.5	12.9	0	0	0	61.8	79.8	70.1
Government Parastatal	15.5	8.2	11.8	4.8	3.2	4.3	0	0	0	13.0	7.7	10.5
Private	8.7	4.4	6.6	81.5	86.3	82.8	100	100	100	25.3	12.5	19.4
Total	100	100	100	100	100	100	100	100	100	100	100	100
Number	14,303	14,084	28,387	3,494	1,376	4,870	540	153	693	18,337	15,613	33,950

The government sector has more skilled employees (14,237 employees) followed by professional employees (9,560 employees) and unskilled employees (6,769 employees). Private sector has more skilled employees (2,777 employees) followed by unskilled employees (1,006 employees). Most of leader employees were male in both sectors Table 2.5.

Table 2. 5: Percentage Distribution of Permanent Employees by Profession, Sector and Sex; 2017/18

Sector	Leader			Professional			Skilled			Unskilled			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	285	114	399	4,624	4,936	9,560	5,018	9,219	14,237	4,253	2,516	6,769	14,180	16,785	30,965
Government Parastatal	87	29	116	694	341	1,035	1,319	760	2,079	935	361	1,296	3,035	1,491	4,526
Private	402	161	563	447	215	662	1,777	1,000	2,777	717	289	1,006	3,343	1,665	5,008
Total	774	304	1,078	5,765	5,492	11,257	8,114	10,979	19,093	5,905	3,166	9,071	20,558	19,941	40,499

Table 2.6 shows that, the number of temporary employees who were skilled was high (7,690 employees) out of the 16,394 employees.

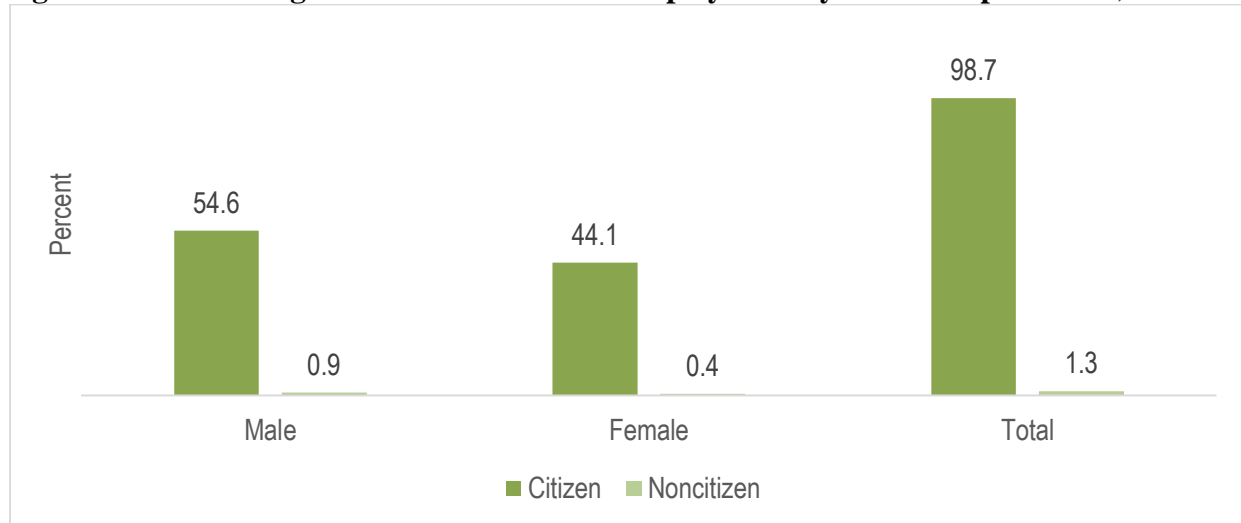
The private sector has more skilled employees compared with the remaining sectors (7,214 employees) of whom most of them were male employees (4,635 employees).

Table 2. 6: Percentage Distribution of Temporary Employees Profession by Sector and Sex; 2017/18

Sector	Leader			Professional			Skilled			Unskilled			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	24	6	30	61	28	89	70	42	112	640	308	948	795	384	1,179
Government Parastatal	5	9	14	77	33	110	248	116	364	144	99	243	474	257	731
Private	945	335	1,280	1,152	691	1,843	4,635	2,579	7,214	2,860	1,287	4,147	9,592	4,892	14,484
Total	974	350	1,324	1,290	752	2,042	4,953	2,737	7,690	3,644	1,694	5,338	10,863	5,531	16,394

Figure 2.3 reveals that, almost 98.7 percent of employees were citizen of which 54.6 percent were male employees and 44.1 percent were female employees. Non-citizens had a small proportion (1.3 percent) of the total employment.

Figure 2. 3: Percentage Distribution of Total Employment by Citizenship and Sex; 2017/18



Most of the citizen employees (Table 2.7) were in the Government sector (55.1 percent) while the majority of non-citizen employees (91.1 percent) worked in the private sector. The number of male and female non-citizen employees was higher in the Private sector, with the same proportion (91.1 percent). Both male and female citizen employees were highly employed in Government sector (46.3 and 65.9 percent respectively).

Table 2. 7: Percentage Distribution of Total Employment by Sector, Citizenship and Sex; 2017/18

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	46.3	65.9	55.1	4.4	6.3	4.9	45.6	65.4	54.4
Government Parastatal	11.2	7.6	9.6	4.6	2.7	4.0	11.1	7.5	9.5
Private	42.5	26.5	35.4	91.1	91.1	91.1	43.3	27.1	36.1
Total	100	100	100	100	100	100	100	100	100
Total Number	32,272	26,035	58,307	548	224	772	32,820	26,259	59,079

Table 2.8 shows that out of total employment, 265 employees were disable. Most of employees with disability (170) were male than female (95 employees).

The government sector has more number of disabled employees (182employees) compared with the remaining sectors. Generally, employees with disability were more male than female employees in both types of contract.

Table 2. 8: Number of Employees with Disability by Sector, Type of Contract and Sex; 2017/18

Sector	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	106	73	179	2	1	3	108	74	182
Government Parastatal	16	6	22	9	6	15	25	12	37
Private	13	2	15	24	7	31	37	9	46
Total	135	81	216	35	14	49	170	95	265

2.2 Employment by Industry

Table 2.9 shows that, in 2017/18 there was high variation within industries whereby out of the total employment, education depict the highest number of 16,456 employees followed by public administration and defense, compulsory social security with 11,442 employees, and accommodation and food services activities with 10,201 employees.

The industries with the least number of employees were real estate activities (73 employees) and Mining and quarrying (244 employees).

Education had a higher number of female employees (10,382 employees) compared with other industries in 2017/18.

Generally, the number of male employees within the industries was higher compare with female employees in both 2016/2017 and 2017/18.

Table 2. 9: Number of Total Employees by Industry and Sex; 2016/17 and 2017/18

Industry	2016/2017			2017/2018		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,366	847	2,213	1,337	848	2,185
Mining and Quarrying	178	104	282	165	79	244
Manufacturing	1,059	333	1,392	1,080	334	1,414
Electricity, gas, steam and air conditioning supply	634	127	761	630	126	756
Water supply; sewerage, waste management and remediation activities	1,216	671	1,887	1,225	702	1,927
Construction	1,281	208	1,489	1,318	198	1,516
Wholesale and retail trade; repair of motor vehicles and motorcycles	931	410	1,341	987	390	1,377
Transportation and storage	1,825	723	2,548	1,584	759	2,343
Accommodation and food services activities	6,331	3,386	9,717	6,682	3,519	10,201
Information and communication	639	465	1,104	689	533	1,222
Financial and incurrence activities	503	295	798	503	313	816
Real estate activities	40	26	66	45	28	73
Professional, Scientific and technical activities	438	233	671	444	240	684
Administrative and support service activities	223	45	268	427	106	533
Public administration and defense; compulsory social security	6,438	4,054	10,492	7,269	4,173	11,442
Education	6,035	9,564	15,599	6,074	10,382	16,456
Human health and social work activity	1,957	3,028	4,985	2,048	3,236	5,284
Art, entertainment and recreation	139	135	274	160	130	290
Other service activities	108	145	253	153	163	316
Total	31,341	24,799	56,140	32,820	26,259	59,079

Table 2.10 shows that adult employees constitute a higher proportion of employees (33,950 employees) compared with youth employees (25,129 employees). The results also indicate that education had the highest proportion of adult employees (11,367 employees) while accommodation and food services activities had the highest proportion of youth employees (7,661 employees).

Furthermore, the results reveal gender disparities in most of the industries whereby most of adult male employees (4,854 employees) work in the public administration and defense; compulsory social security and adult female employees mostly were employed in education (7,224 employees). In addition, accommodation and food services activities had the highest proportion of youth male employees (4,962 employees) while youth female employees were mostly employed in Education (3,158 employees).

Table 2. 10: Number of Total Employees by Industry, Age Group and Sex; 2017/18

Industry	Youth (Age 15-35)			Adult (Age 36+)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	232	189	421	1,105	659	1,764	1,337	848	2,185
Mining and Quarrying	122	49	171	43	30	73	165	79	244
Manufacturing	679	184	863	401	150	551	1,080	334	1,414
Electricity, gas, steam and air conditioning supply	426	77	503	204	49	253	630	126	756
Water supply; sewerage, waste management and remediation activities	280	229	509	945	473	1,418	1,225	702	1,927
Construction	434	68	502	884	130	1,014	1,318	198	1,516
Wholesale and retail trade; repair of motor vehicles and motorcycles	430	222	652	557	168	725	987	390	1,377
Transportation and storage	637	411	1,048	947	348	1,295	1,584	759	2,343
Accommodation and food services activities	4,962	2,699	7,661	1,720	820	2,540	6,682	3,519	10,201
Information and communication	494	355	849	195	178	373	689	533	1,222
Financial and insurance activities	289	214	503	214	99	313	503	313	816
Real estate activities	7	8	15	38	20	58	45	28	73
Professional, Scientific and technical activities	86	71	157	358	169	527	444	240	684
Administrative and support service activities	186	76	262	241	30	271	427	106	533
Public administration and defense; compulsory social security	2,415	1,333	3,748	4,854	2,840	7,694	7,269	4,173	11,442
Education	1,931	3,158	5,089	4,143	7,224	11,367	6,074	10,382	16,456
Human health and social work activity	727	1,155	1,882	1,321	2,081	3,402	2,048	3,236	5,284
Art, entertainment and recreation	54	28	82	106	102	208	160	130	290
Other service activities	92	120	212	61	43	104	153	163	316
Total	14,483	10,646	25,129	18,337	15,613	33,950	32,820	26,259	59,079

Table 2.11 reveals that out of 32,144 Government employees, 40.7 percent of employees worked in education followed by 29.6 percent of employees who worked in public administration and defense; compulsory social security. Most male employees (37.4 percent) in Government sector work in “public administration and defense; compulsory social security” while most of female employees work in education (50.4 percent).

In the Parastatal sector, transportation and storage was a leading industry with 29.0 percent of employees followed by electricity, gas, steam and air conditioning supply accounting for 13.5 percent. Both males and females have a high proportion of employees working in transportation and storage (26.9 and 32.8 percent respectively).

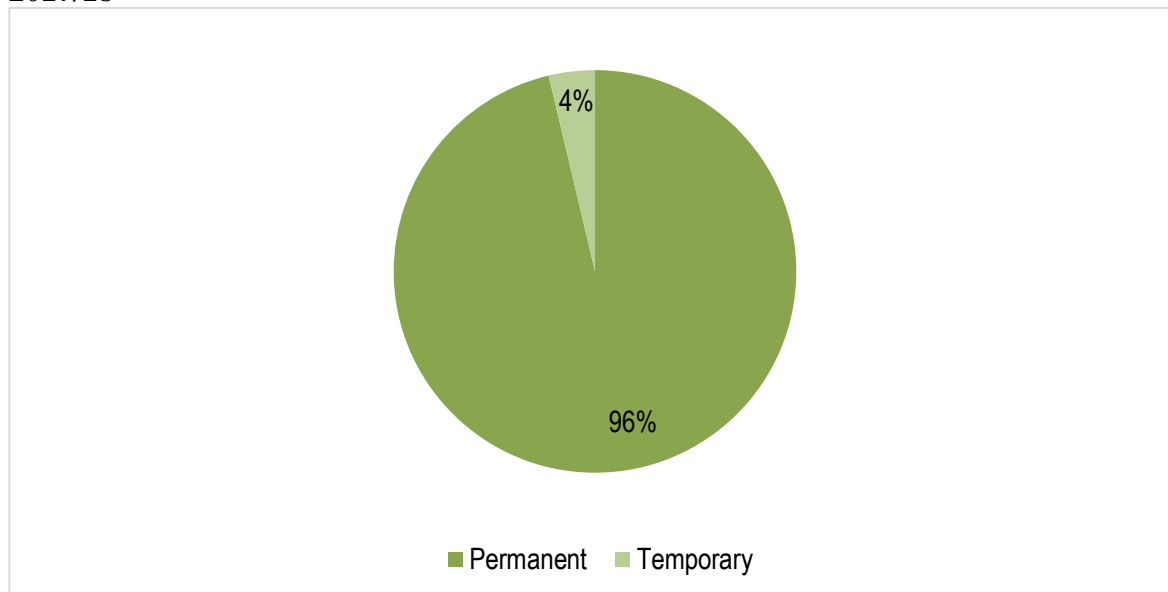
In the Private sector, accommodation and food services activities had the highest proportion of employees with 47.8 percent.

Table 2. 11: Percentage Distribution of Total Employment by Industry, Sector and Sex; 2017/18

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	8.9	4.9	6.8	0	0	0	0	0	0	4.1	3.2	3.7
Mining and Quarrying	0	0.0	0.0	0	0	0	1.2	1.1	1.1	0.5	0.3	0.4
Manufacturing	0.3	0.2	0.2	2.7	4.2	3.2	6.7	3.1	5.5	3.3	1.3	2.4
Electricity, gas, steam and air conditioning supply	0	0	0	17.3	6.4	13.5	0	0	0	1.9	0.5	1.3
Water supply; sewerage, waste management and remediation activities	4.5	3.2	3.8	14.5	4.4	11.0	0.2	0.8	0.4	3.7	2.7	3.3
Construction	4.6	0.7	2.5	0	0	0	4.4	1.1	3.3	4.0	0.8	2.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	0.9	0.1	0.5	3.2	3.8	3.4	5.1	4.1	4.8	3.0	1.5	2.3
Transportation and storage	0	0	0	26.9	32.8	29.0	4.3	1.5	3.4	4.8	2.9	4.0
Accommodation and food services activities	0	0	0	0	0	0	47.0	49.5	47.8	20.4	13.4	17.3
Information and communication	0	0	0	4.9	9.6	6.6	3.6	4.8	4.0	2.1	2.0	2.1
Financial and insurance activities	0	0	0	10.8	11.9	11.2	0.8	1.1	0.9	1.5	1.2	1.4
Real estate activities	0	0	0	1.1	1.3	1.2	0	0	0	0.1	0.1	0.1
Professional, Scientific and technical activities	2.6	1.2	1.8	1.2	0.9	1.1	0.1	0.2	0.1	1.4	0.9	1.2
Administrative and support service activities	0	0	0	0	0	0	3.0	1.5	2.5	1.3	0.4	0.9
Public administration and defense; compulsory social security	37.4	22.9	29.6	8.9	7.1	8.3	9.5	1.5	6.8	22.1	15.9	19.4
Education	29.6	50.4	40.7	7.9	16.2	10.8	9.6	19.8	13.0	18.5	39.5	27.9
Human health and social work activity	10.6	15.8	13.4	0	0	0	3.2	7.4	4.6	6.2	12.3	8.9
Art, entertainment and recreation	0.6	0.6	0.6	0.6	1.4	0.9	0.3	0.1	0.2	0.5	0.5	0.5
Other service activities	0	0	0	0	0	0	1.1	2.2	1.5	0.5	0.6	0.5
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	14,975	17,169	32,144	3,639	1,977	5,616	14,206	7,113	21,319	32,820	26,259	59,079

Permanent employees continue to dominant total employment in the government sector with (96 percent), the rest were temporary employees, as seen in the Figure 2.4. In 2017/18 no casual employees were reported to work in the Government sector.

Figure 2.4: Percentage Distribution of Government Employees by Types of Contract; 2017/18



Among Government employees who were working in the agriculture, forest and fishing, were all permanent employees of whom males had a higher proportion of 61.2 percent and females account for 38.8 percent. More than a half of temporarily employees were employed in Manufacturing which accounted for 53.0 percent whereby the proportion of male were 30.3 percent and female were 22.7 percent, Table 2.12.

Table 2. 12: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2017/18 - Government

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	61.2	38.8	100.0	0	0	0	61.2	38.8	100
Manufacturing	27.3	19.7	47.0	30.3	22.7	53.0	57.6	42.4	100
Water supply; sewerage, waste management and remediation activities	40.5	37.7	78.2	14.2	7.7	21.8	54.7	45.3	100
Construction	85.3	14.5	99.9	0.1	0	0.1	85.5	14.5	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	88.0	12.0	100.0	0	0	0	88.0	12.0	100
Professional, Scientific and technical activities	64.1	35.4	99.5	0.3	0.2	0.5	64.5	35.5	100
Public administration and defense; compulsory social security	53.0	38.5	91.5	5.8	2.7	8.5	58.8	41.2	100
Education	33.6	66.1	99.7	0.2	0.0	0.3	33.8	66.2	100
Human health and social work activity	36.7	62.7	99.4	0.3	0.3	0.6	37.0	63.0	100
Art, entertainment and recreation	49.5	50.5	100.0	0	0	0	49.5	50.5	100
Other service activities	25.0	75.0	100.0	0	0	0	25.0	75.0	100
Total	44.1	52.2	96.3	2.5	1.2	3.7	46.6	53.4	100
Total Number	14,180	16,785	30,965	795	384	1,179	14,975	17,169	32,144

Table 2.13 states that, 80.6 percent of the employees employed in Government Parastatal were permanent employees, 13.0 percent were temporary workers and 6.4 percent were employed on a casual basis.

Information and communication had the highest percentage of permanent employees (99.7 percent) compared with temporary employees at 0.3 percent. Financial and insurance activities had 50.1 percent of permanent employees of which 31.3 percent were male and 18.8 percent female. Similarly, in the same industry, 49.9 percent were temporary employees.

Table 2. 13: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2017/18 –Government Parastatal

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	52.2	46.1	98.3	1.7	0	1.7	0	0	0	53.9	46.1	100
Electricity, gas, steam and air conditioning supply	83.3	16.7	100.0	0	0	0	0	0	0	83.3	16.7	100
Water supply; sewerage, waste management and remediation activities	84.4	14.0	98.4	1.6	0	1.6	0	0	0	86.0	14.0	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	56.5	19.7	76.2	4.1	19.7	23.8	0	0	0	60.6	39.4	100
Transportation and storage	40.0	21.2	61.2	12.1	4.6	16.7	8.0	14.1	22.1	60.1	39.9	100
Information and communication	48.6	51.1	99.7	0	0.3	0.3	0	0	0	48.6	51.4	100
Financial and insurance activities	31.3	18.8	50.1	31.2	18.8	49.9	0	0	0	62.5	37.5	100
Real estate activities	53.0	39.4	92.4	7.6	0	7.6	0	0	0	60.6	39.4	100
Professional, Scientific and technical activities	55.7	26.2	82.0	14.8	3.3	18.0	0	0	0	70.5	29.5	100
Public administration and defense; compulsory social security	67.3	28.6	95.9	2.6	1.5	4.1	0	0	0	69.9	30.1	100
Education	41.6	50.2	91.8	5.6	2.6	8.2	0	0	0	47.2	52.8	100
Art, entertainment and recreation	43.8	56.3	100.0	0	0	0	0	0	0	43.8	56.3	100
Total	54.0	26.5	80.6	8.4	4.6	13.0	2.3	4.1	6.4	64.8	35.2	100
Total Number	3,035	1,491	4,526	474	257	731	130	229	359	3,639	1,977	5,616

Table 2.14 shows that only 23.5 percent (5,008 employees) of the total employees in the private sector were permanently employed, 67.9 percent were on temporary basis and 8.6 percent were casually employed.

Accommodation and food services activities employed 75.3 percent of employees on temporary basis while casual workers account for three percent (3.0 percent). In education, most of the employees were temporary employed (70.3 percent), followed by permanent employees (26.1 percent) and casual employees were 3.7 percent.

Table 2. 14: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2017/18 –Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mining and Quarrying	2.9	2.0	4.9	3.7	8.2	11.9	61.1	22.1	83.2	67.6	32.4	100
Manufacturing	29.1	7.3	36.4	27.7	7.0	34.7	24.1	4.8	28.9	80.9	19.1	100
Water supply; sewerage, waste management and remediation activities	5.9	22.4	28.2	23.5	48.2	71.8	0	0	0	29.4	70.6	100
Construction	20.6	4.3	24.9	65.6	7.0	72.6	2.4	0.1	2.6	88.6	11.4	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	12.0	3.0	15.0	52.1	25.0	77.1	7.1	0.8	7.9	71.2	28.8	100
Transportation and storage	42.6	8.9	51.5	39.4	5.7	45.1	2.7	0.7	3.4	84.6	15.4	100
Accommodation and food services activities	14.6	7.2	21.8	49.1	26.2	75.3	1.8	1.2	3.0	65.5	34.5	100
Information and communication	7.3	3.7	11.0	51.3	35.2	86.5	1.2	1.3	2.5	59.7	40.3	100
Financial and insurance activities	48.1	26.2	74.3	10.7	15.0	25.7	0	0	0	58.8	41.2	100
Real estate activities	0	0	0	57.1	28.6	85.7	14.3	0	14.3	71.4	28.6	100
Professional, Scientific and technical activities	27.6	6.9	34.5	34.5	31.0	65.5	0	0	0	62.1	37.9	100
Administrative and support service activities	41.1	6.9	48.0	37.3	12.9	50.3	1.7	0	1.7	80.1	19.9	100
Public administration and defense; compulsory social security	2.0	1.2	3.2	68.8	6.1	74.9	21.9	0.1	21.9	92.7	7.3	100
Education	12.3	13.8	26.1	35.7	34.6	70.3	1.2	2.5	3.7	49.2	50.8	100
Human health and social work activity	10.9	13.7	24.6	23.0	26.9	49.9	12.6	12.9	25.5	46.4	53.6	100
Art, entertainment and recreation	15.4	0.0	15.4	63.5	13.5	76.9	7.7	0.0	7.7	86.5	13.5	100
Other service activities	20.8	15.1	35.9	11.5	2.6	14.1	16.3	33.7	50.0	48.7	51.3	100
Total	15.7	7.8	23.5	45.0	22.9	67.9	6.0	2.6	8.6	66.6	33.4	100
Total Number	3,343	1,665	5,008	9,594	4,890	14,484	1,269	558	1,827	14,206	7,113	21,319

Most of citizen employees were employed in education (16,343 employees) followed by 11,432 employees were in public administration and defense; compulsory social security. The results reveals gender disparities in most of the industries whereby most of male citizen employees (7,266 employees) work in the public administration and defense; compulsory social security and female citizen employees mostly were employed in education (10,336 employees).

Non-citizen employees in Zanzibar were employed mainly in two industries. Out of 772 non citizen employees, majority (439 employees) were employed in accommodation and food services while 113 employees were employed in education, Table 2.15.

Table 2. 15: Number of Total Employment by Industry, Citizenship and Sex; 2017/18

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,337	848	2,185	0	0	0	1,337	848	2,185
Mining and Quarrying	163	78	241	2	1	3	165	79	244
Manufacturing	1,025	333	1,358	55	1	56	1,080	334	1,414
Electricity, gas, steam and air conditioning supply	630	126	756	0	0	0	630	126	756
Water supply; sewerage, waste management and remediation activities	1,225	702	1,927	0	0	0	1,225	702	1,927
Construction	1,293	194	1,487	25	4	29	1,318	198	1,516
Wholesale and retail trade; repair of motor vehicles and motorcycles	965	390	1,355	22	0	0	0	390	1,355
Transportation and storage	1,558	754	2,312	26	5	31	1,584	759	2,343
Accommodation and food services activities	6,380	3,382	9,762	302	137	439	6,682	3,519	10,201
Information and communication	686	533	1,219	3	0	3	689	533	1,222
Financial and insurance activities	503	313	816	0	0	0	503	313	816
Real estate activities	45	28	73	0	0	0	45	28	73
Professional, Scientific and technical activities	435	237	672	9	3	12	444	240	684
Administrative and support service activities	416	98	514	11	8	19	427	106	533
Public administration and defense; compulsory social security	7,266	4,166	11,432	3	7	10	7,269	4,173	11,442
Education	6,007	10,336	16,343	67	46	113	6,074	10,382	16,456
Human health and social work activity	2,030	3,225	5,255	18	11	29	2,048	3,236	5,284
Art, entertainment and recreation	155	130	285	5	0	5	160	130	290
Other service activities	153	162	315	0	1	1	153	163	316
Total	32,272	26,035	58,307	548	224	772	32,820	26,259	59,079

CHAPTER THREE: WAGE RATE

3.0 Introduction

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

3.1 Wage of Regular Citizens

The majority of employees (38.6 percent) earned between TZS 300,000 and TZS 399,999 per month and below one percent of employees (0.9 percent) earned less than TZS 200,000, as shown in Table 3.1. It also indicates that, a quarter of employees (25.5 percent) earned between TZS 400,000 and TZS 499,999 per month and two in every ten (21.6 percent) of regular citizen employees were in wage groups 600,000 and above.

There was a divergence in gross earnings for both males and females across the wage groups; whereby, 25.0 percent of male regular citizen employees and 18.1 percent for female employees received wage rate of 600,000 and above.

Table 3. 1: Percentage Distribution of Regular Citizen Employees by Wage Group and Sex; 2017/18

Wage Group	Male	Female	Total
Under 200,000	0.9	0.9	0.9
200,000-299,999	1.4	0.9	1.2
300,000-399,999	41.0	36.2	38.6
400,000-499,999	18.8	32.3	25.5
500,000-599,999	13.0	11.5	12.3
600,000 +	25.0	18.1	21.6
Total	100	100	100
Total Number	20,428	19,881	40,309

3.2 Wage of Regular Citizen Employees by Sector

Table 3.2 indicates the overall monthly wage structure of three sectors: Government, Government parastatal and private sector. Less than one percent (0.9 percent) of all employees were paid less than TZS 200,000 where from private sector. Majority of employees in the Government Parastatals sector were paid TZS 600,000 and above (42.7 percent) with slightly difference in proportion between males and females.

On the other hand, higher proportion of Private and Government sector employees were observed in wage group between TZS 300,000 and 399,999 (48.7 and 39.6 percent) respectively.

Table 3. 2: Percentage Distribution of Regular Citizen Employees by Wage Group, Sector and Sex; 2017/18

Wage Group	Government			Government Parastatals			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	0	0	0	0	0	0	5.6	10.8	7.4	0.9	0.9	0.9
200,000-299,999	0	0	0	0	0	0	8.9	11.7	9.8	1.4	0.9	1.2
300,000-399,999	42.6	37.1	39.6	22.4	19.1	21.3	51.4	43.2	48.7	41.0	36.2	38.6
400,000-499,999	21.0	35.7	29.0	18.2	19.6	18.7	9.5	8.5	9.2	18.8	32.3	25.5
500,000-599,999	13.1	11.5	12.2	18.7	14.4	17.3	7.1	9.0	7.7	13.0	11.5	12.3
600,000 +	23.3	15.7	19.2	40.6	46.9	42.7	17.4	16.8	17.2	25.0	18.1	21.6
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	14,180	16,785	30,965	3,035	1,491	4,526	3,213	1,605	4,818	20,428	19,881	40,309

3.3 Wages of Regular Citizen Employees by Industry

Table 3.3 reveals that Education has the highest proportion of employees (52.8 percent) earning between TZS 400,000 and 499,999 followed by Public administration and defense; compulsory social security with 17.5 percent of employees.

There are some industries that paid below TZS 200,000 per month, among other industries Education accounts for 37.2 percent of employees who were paid less than TZS 200,000. On the other hand, Education has the highest proportion (34.9 percent) of regular citizen employees earning TZS 600,000 and above per month.

Table 3. 3: Percentage Distribution of Regular Citizen Employees by Industry and Wage Group; 2017/18

Industry	Under 200,000	200,000- 299,999	300,000- 399,999	400,000- 499,999	500,000- 599,999	600,000 +	Total
Agriculture, forestry and fishing	0	0	11.5	2.1	1.6	1.2	5.4
Mining and Quarrying	0	0	0	0	0	0.1	0.0
Manufacturing	5.1	3.2	2.3	0.6	0.6	1.2	1.5
Electricity, gas, steam and air conditioning supply	0	0	0	0.8	7.3	3.6	1.9
Water supply; sewerage, waste management and remediation activities	6.8	0	8.2	1.2	2.0	0.6	3.9
Construction	2.5	5.3	4.6	0.7	0.6	1.5	2.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.8	3.6	1.2	0.7	1.6	0.7	1.1
Transportation and storage	0	0.2	2.0	4.8	4.0	4.3	3.4
Accommodation and food services activities	26.2	50.6	8.2	1.9	3.3	1.7	5.3
Information and communication	0	2.7	1.4	0.7	0.8	1.4	1.1
Financial and insurance activities	0	0	0	0.2	0.3	4.8	1.1
Real estate activities	0	0	0.2	0.1	0.1	0.1	0.2
Professional, Scientific and technical activities	0	0	2.2	0.9	1.2	1.9	1.6
Administrative and support service activities	2.0	0.8	1.1	0.3	0.2	0.3	0.6
Public administration and defense; compulsory social security	0	0.6	23.5	17.5	22.6	30.3	22.8
Education	37.2	27.6	22.6	52.8	41.7	34.9	35.5
Human health and social work activity	1.4	1.1	10.0	14.1	11.2	10.9	11.2
Art, entertainment and recreation	0	0	1.1	0.4	0.3	0.2	0.6
Other service activities	7.0	4.2	0.1	0.1	0.5	0.1	0.3
Total	100	100	100	100	100	100	100
Total Number	355	474	15,575	10,270	4,939	8,696	40,309

CHAPTER FOUR: CASH EARNINGS

4.0 Introduction

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

4.1 Cash Earnings by Sector

Table 4.1 shows the total amount paid to all employees increased to TZS 364,997 million in 2017/18 from TZS 329,218 million in 2016/17. The amount used to pay female employees were less (TZS 136,643 million in 2016/17 and TZS 153,465 million in 2017/18) of the total salary compared with their male counterparts (TZS 192,576 million in 2016/17 and TZS 211,532 million in 2017/18). This further shows that, the amounts of money used to pay government employees was higher (TZS 193,409 million in 2016/17 and TZS 196,867 million in 2017/18) compared to the private sector (TZS 91,429 million in 2016/17 and TZS 116,838 million in 2017/18) and Government Parastatal sector (TZS 44,380 million in 2016/17 and TZS 51,292 million in 2017/18).

**Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2016/17 and 2017/18
(TZS Million)**

Sector	2016/2017			2017/2018		
	Male	Female	Total	Male	Female	Total
Government	97,552	95,857	193,409	95,248	101,619	196,867
Government Parastatal	31,279	13,101	44,380	33,999	17,293	51,292
Private	63,744	27,685	91,429	82,285	34,552	116,838
Total	192,576	136,643	329,218	211,532	153,465	364,997

Figure 4.1 reveals that the median salary of employees was TZS 378,368 per month. The median salary of female employees was lower (TZS 344,714) compared with male employees median salary (TZS 400,909) per month.

Figure 4. 1: Median Salary of Employees per Month by Sex; 2017/18

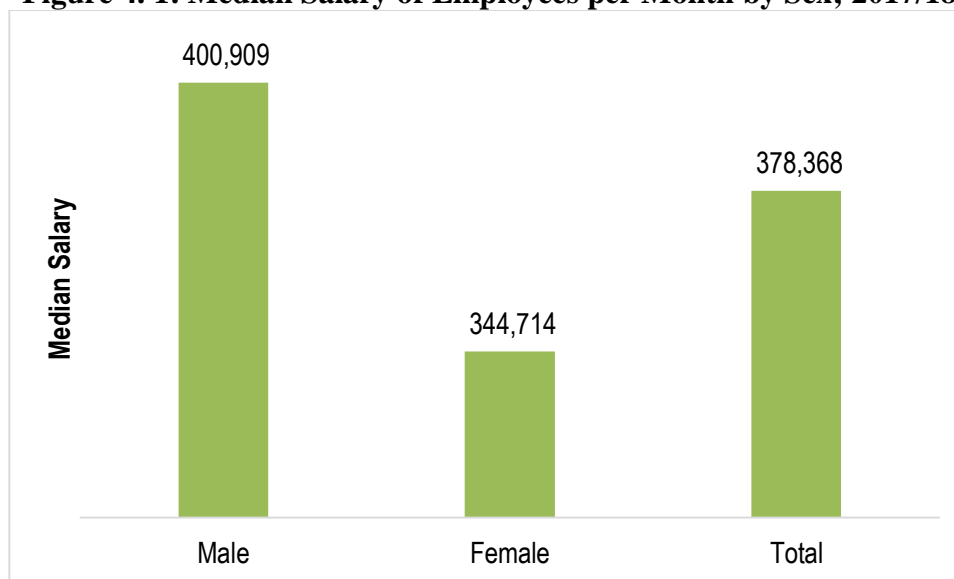


Table 4.2 reveals that, the average monthly salary of regular citizen employees was TZS 507,472. The results further show that employees in Government Parastatal had the highest monthly average salary of TZS 669,246. However, employees in the private sector had the lowest monthly average salary which account for TZS 404,684.

Female employees were paid less compared with male employees in all sectors except Government Parastatal.

Table 4. 2: Monthly Average Salary of Regular Citizen Employees by Sector and Sex; 2017/18

Sector	(TZS)		
	Male	Female	Total
Government	545,572	506,609	523,260
Government Parastatal	649,060	718,168	669,246
Private	406,551	400,981	404,684
Total	514,017	500,535	507,472

4.2 Cash Earnings by Industry

Table 4.3 indicates that, employees in Mining and Quarrying had the highest monthly average salary (TZS 4,485,171) followed by Financial and insurance activities (TZS 1,357,551). The third industry with the highest monthly average salary of regular employees was Public administration and defense; compulsory social security (TZS 615,886). On the other hand, Accommodation and food services activities had the lowest monthly average salary of TZS 347,438 per employee.

Generally, in comparison of sex distribution within the industries shows that, female employees had a higher average monthly salary than male employees.

Table 4. 3: Monthly Average Salary of Regular Citizen Employees by Industry and Sex; 2017/18

(TZS)			
Industry	Male	Female	Total
Agriculture, forestry and fishing	400,750	441,081	418,856
Mining and Quarrying	1,303,560	6,871,380	4,485,171
Manufacturing	483,150	387,591	457,235
Electricity, gas, steam and air conditioning supply	459,131	401,072	450,243
Water supply; sewerage, waste management and remediation activities	399,300	437,386	417,295
Construction	445,418	714,852	500,950
Wholesale and retail trade; repair of motor vehicles and motorcycles	334,224	392,455	349,120
Transportation and storage	448,387	492,613	459,411
Accommodation and food services activities	358,178	325,533	347,438
Information and communication	476,760	419,387	452,631
Financial and insurance activities	1,352,964	1,364,514	1,357,551
Real estate activities	460,400	460,917	460,682
Professional, Scientific and technical activities	513,924	501,516	508,438
Administrative and support service activities	374,574	403,846	379,321
Public administration and defense; compulsory social security	649,556	572,995	615,886
Education	533,655	499,470	511,340
Human health and social work activity	483,067	458,693	467,574
Art, entertainment and recreation	374,250	410,700	391,443
Other service activities	346,748	384,166	359,954
Total	514,017	500,535	507,472

The regular employees received higher monthly cash earnings from their employers were from education industry (TZS 7,741.8 million) followed by public administration and defence; compulsory social security (TZS 5,931.9 million) and human health and social work activity (TZS 2,137.2 million).

On the other hand, Real estate activities had the lowest proportion of monthly cash earning with TZS 30.8 millions of the total cash earning for regular employees, followed by Mining and Quarrying TZS 33.9 million.

The industry where female employees have the highest proportion of the cash earning of regular employees was education (TZS 4,933.0 million). Generally, the proportion of cash earning for regular employees was higher for males compared with females in most industries, (Table 4.4).

Table 4. 4: Monthly Cash Earnings of Regular Citizen Employees by Industry and Sex; 2017/18

(TZS Million)

Industry	Male	Female	Total
Agriculture, forestry and fishing	559.1	339.6	898.7
Mining and Quarrying	6.4	27.5	33.9
Manufacturing	181.4	71.1	252.4
Electricity, gas, steam and air conditioning supply	298.4	56.6	355.0
Water supply; sewerage, waste management and remediation activities	374.6	198.4	573.0
Construction	385.5	79.2	464.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	161.2	56.2	217.3
Transportation and storage	578.8	235.1	813.9
Accommodation and food services activities	552.7	241.2	793.9
Information and communication	135.1	146.5	281.6
Financial and insurance activities	548.2	268.4	816.5
Real estate activities	19.5	11.3	30.8
Professional, Scientific and technical activities	280.9	141.7	422.6
Administrative and support service activities	102.0	16.8	118.8
Public administration and defense; compulsory social security	3,687.7	2,244.2	5,931.9
Education	2,808.8	4,933.0	7,741.8
Human health and social work activity	858.3	1,278.9	2,137.2
Art, entertainment and recreation	49.0	51.2	100.2
Other service activities	29.9	18.3	48.2
Total	11,617.4	10,415.1	22,032.5

CHAPTER FIVE: WAGE BILL

5.0 Introduction

Wage-bill includes gross cash remuneration, costs of free rations and other benefits paid by employers to employees.

5.1 Annual Wage bill

Table 5.1 reveals that, on average, 75.6 percent of the total wage bill was paid by employers as salaries of employees. The share of free rations to the wage bill was only 3.2 percent.

In the Government sector, 79.8 percent of its total wage bill was used for paying salaries whereas Government Parastatal and private sectors used 66.2 and 73.8 percent respectively. Government Parastatal paid more amounts of other benefits (30.6 percent) compared with private and Government institutions.

Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2017/18

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	79.8	0.5	19.7	100
Government Parastatal	66.2	3.2	30.6	100
Private	73.8	7.5	18.7	100
Total	75.6	3.2	21.1	100

Table 5.2 shows that, on average Electricity, gas, steam and air conditioning supply industry spent 50 percent of their total wage bills for paying salaries (51.3 percent), these means that employees are getting more benefits apart from their salaries. Accommodation and food service activities have the highest payment of free rations (12.4 percent).

Table 5. 2: Composition of Annual Wage Bill by Industry; 2017/18

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	90.6	0.1	9.3	100
Mining and Quarrying	85.2	5.3	9.5	100
Manufacturing	84.8	2.0	13.2	100
Electricity, gas, steam and air conditioning supply	51.3	11.9	36.8	100
Water supply; sewerage, waste management and remediation activities	81.1	0.5	18.4	100
Construction	82.9	1.5	15.6	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	62.6	4.8	32.6	100
Transportation and storage	79.7	1.1	19.3	100
Accommodation and food services activities	68.7	12.4	18.9	100
Information and communication	80.5	0.2	19.3	100
Financial and insurance activities	60.0	2.7	37.2	100
Real estate activities	73.8	0	26.2	100
Professional, Scientific and technical activities	71.1	0.6	28.3	100
Administrative and support service activities	83.9	4.6	11.4	100
Public administration and defense; compulsory social security	70.2	1.6	28.2	100
Education	83.0	0.4	16.6	100
Human health and social work activity	86.3	0.1	13.6	100
Art, entertainment and recreation	76.6	2.1	21.3	100
Other service activities	79.4	4.3	16.3	100
Total	75.6	3.2	21.1	100

Table 5.3 shows that permanent employees contribute 56.3 percent of the total wage bill and only 3.2 percent of the wage bill was from free ration. Mining and quarrying industry spend more of its wage bill on salary (42.6 percent) of casual employees compared with other industries.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2017/18

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Causal			
Agriculture, forestry and fishing	90.6	0	0	0.1	9.3	100
Mining and Quarrying	35.8	6.8	42.6	5.3	9.5	100
Manufacturing	30.2	47.7	6.9	2.0	13.2	100
Electricity, gas, steam and air conditioning supply	51.3	0	0	11.9	36.8	100
Water supply; sewerage, waste management and remediation activities	72.7	8.4	0	0.5	18.4	100
Construction	46.1	36.1	0.8	1.5	15.6	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	25.4	35.0	2.2	4.8	32.6	100
Transportation and storage	52.5	24.8	2.4	1.1	19.3	100
Accommodation and food services activities	17.2	50.5	1.0	12.4	18.9	100
Information and communication	43.5	36.5	0.5	0.2	19.3	100
Financial and insurance activities	44.7	15.3	0	2.7	37.2	100
Real estate activities	67.7	6.0	0	0	26.2	100
Professional, Scientific and technical activities	67.1	4.0	0	0.6	28.3	100
Administrative and support service activities	51.8	31.4	0.7	4.6	11.4	100
Public administration and defense; compulsory social security	64.4	5.4	0.4	1.6	28.2	100
Education	74.6	8.3	0.1	0.4	16.6	100
Human health and social work activity	76.0	8.6	1.7	0.1	13.6	100
Art, entertainment and recreation	66.8	9.3	0.5	2.1	21.3	100
Other service activities	46.9	21.4	11.0	4.3	16.3	100
Total	56.3	18.4	0.9	3.2	21.1	100

Table 5.4 shows that, 79.8 percent of the Government total wage bill used for paying salaries and only 0.5 percent of the wage bill was for free rations. The leading industries for having high percentage of wage bill used for salaries were other service activities (98.2 percent), Wholesale and retail trade; repair of motor vehicles and motorcycles (94.9 percent) and Agriculture, forestry and fishing (90.6 percent).

Table 5. 4: Composition of Annual Wage Bill by Industry; 2017/18 – Government

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	90.6	0.1	9.3	100
Manufacturing	64.1	0.3	35.6	100
Water supply; sewerage, waste management and remediation activities	80.1	0.8	19.1	100
Construction	83.2	0.1	16.7	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	94.9	0	5.1	100
Professional, Scientific and technical activities	66.5	0.8	32.8	100
Public administration and defense; compulsory social security	70.8	1.3	27.9	100
Education	86.4	0	13.6	100
Human health and social work activity	84.7	0	15.3	100
Art, entertainment and recreation	76.0	0.1	23.9	100
Other service activities	98.2	0	1.8	100
Total	79.8	0.5	19.7	100

Table 5.5 shows that, 66.2 percent of the total wage bill of the Government Parastatal sector was used for paying salaries and only 3.2 percent of the wage bill was used for free rations. Information and communication used 88.5 percent of their annual wage bill to pay salaries while Wholesale and retail trade; repair of motor vehicles and motorcycles spent 40.8 percent of their wage bill for paying salaries.

Table 5. 5: Composition of Annual Wage Bill by Industry; 2017/18 – Government Parastatals

Industry	Salary	Free Ration	Other Benefit	Wage bill
Manufacturing	68.1	2.1	29.8	100
Electricity, gas, steam and air conditioning supply	51.3	11.9	36.8	100
Water supply; sewerage, waste management and remediation activities	82.2	0	17.8	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	40.8	8.2	51.0	100
Transportation and storage	84.4	0.5	15.1	100
Information and communication	88.5	0.1	11.3	100
Financial and insurance activities	56.8	2.9	40.3	100
Real estate activities	72.7	0	27.3	100
Professional, Scientific and technical activities	81.2	0.3	18.5	100
Public administration and defense; compulsory social security	65.4	4.7	29.9	100
Education	67.0	0.1	32.8	100
Art, entertainment and recreation	80.8	0.3	18.9	100
Total	66.2	3.2	30.6	100

The results of Table 5.6 show that, 73.8 percent of the total wage bill for the private sector was used for paying salaries and 7.5 percent of the wage bill was for free rations. Real estate activities used 100.0 percent of their annual wage bill to pay salaries and do not provide free ration and other benefits to the staff.

Table 5. 6: Composition of Annual Wage Bill by Industry; 2017/18 – Private

Industry	Salary	Free Ration	Other Benefit	Wage bill
Mining and Quarrying	85.2	5.3	9.5	100
Manufacturing	87.7	2.1	10.2	100
Water supply; sewerage, waste management and remediation activities	94.4	0	5.6	100
Construction	82.8	2.2	15.0	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	69.4	3.8	26.9	100
Transportation and storage	71.2	2.1	26.7	100
Accommodation and food services activities	68.7	12.4	18.9	100
Information and communication	75.9	0.2	23.9	100
Financial and insurance activities	76.8	1.7	21.5	100
Real estate activities	100.0	0	0	100
Professional, Scientific and technical activities	80.1	1.1	18.8	100
Administrative and support service activities	83.9	4.6	11.4	100
Public administration and defense; compulsory social security	68.3	1.2	30.5	100
Education	76.8	2.6	20.6	100
Human health and social work activity	94.2	0.6	5.2	100
Art, entertainment and recreation	74.2	12.1	13.7	100
Other service activities	77.9	4.6	17.5	100
Total	73.8	7.5	18.7	100

CHAPTER SIX: NEW EMPLOYEES

6.0 Introduction

This chapter shows the information of new employees employed in a financial year of 2017/18 in various sectors and industries. The analysis of results based on occupation, education level, subject of training and citizenship. Also it shows their starting salaries per month.

6.1 New Employees

The results from Table 6.1 show that, the total number of new employees in 2017/18 was 3,190 employees of whom 1,632 were male and 1,558 were female employees.

The proportion of new male employees was higher (51.2 percent) than the proportion of female (48.8 percent). Unlike the Government sector, both Government Parastatals and Private sectors employed more male than female employees.

Table 6. 1: Distribution of New Employees by Sector and Sex; 2017/18

Sector	Number of Employees			Sex distribution		
	Male	Female	Total	Male	Female	Total
Government	764	977	1,741	43.9	56.1	100
Government Parastatal	96	81	177	54.2	45.8	100
Private	772	500	1,272	60.7	39.3	100
Total	1,632	1,558	3,190	51.2	48.8	100

Table 6.2 shows that, the total number of new employees in 2017/18 increased to 3,190 employees from 1,601 employees in 2016/17. In 2017/18, 54.6 percent of new employees were employed in the Government sector compared with 34.4 percent of new employees employed in 2016/17 while proportion of new employees in private sector employed in 2017/18 decreased to 39.9 percent from 63.3 percent in 2016/17.

Among the sectors, Private sector had more male new employees (68.9 percent and 47.3 percent) than the other two sectors in both 2016/17 and 2017/18 respectively. In addition, more female new employees were employed in private sector (56.2 percent) in 2016/17 while in 2017/18 more females were employed in Government sector (62.7 percent).

Table 6. 2: Percentage Distribution of New Employees by Sector and Sex; 2016/17 and 2017/18

Sector	2016/2017			2017/2018		
	Male	Female	Total	Male	Female	Total
Government	28.7	41.6	34.4	46.8	62.7	54.6
Government Parastatal	2.5	2.3	2.4	5.9	5.2	5.5
Private	68.9	56.2	63.3	47.3	32.1	39.9
Total	100	100	100	100	100	100
Total Number	896	705	1,601	1,632	1,558	3,190

Table 6.3 shows that there was high variation within industries whereby out of the total new employees, education depict the highest number of 1,087 new employees followed by public administration and defense, compulsory social security with 667 new employees, and accommodation and food services activities with 590 new employees.

The industries with the least number of new employees were Water supply; sewerage, waste management and remediation activities (7 new employees) and Information and communication (7 employees).

Education employed higher number of female new employees (658 new employees) compared with other industries.

Table 6. 3: Number of New Employees by Industry and Sex; 2017/18

Industry	Male	Female	Total
Agriculture, forestry and fishing	11	6	17
Mining and Quarrying	8	4	12
Manufacturing	27	9	36
Electricity, gas, steam and air conditioning supply	11	0	11
Water supply; sewerage, waste management and remediation activities	4	3	7
Construction	46	20	66
Wholesale and retail trade; repair of motor vehicles and motorcycles	15	23	38
Transportation and storage	49	29	78
Accommodation and food services activities	368	222	590
Information and communication	6	1	7
Financial and insurance activities	34	41	75
Professional, Scientific and technical activities	7	8	15
Administrative and support service activities	40	20	60
Public administration and defense; compulsory social security	401	266	667
Education	429	658	1,087
Human health and social work activity	162	241	403
Art, entertainment and recreation	5	5	10
Other service activities	9	2	11
Total	1,632	1,558	3,190

In 2017/18, about 43.5 percent of new employees were employed as Technicians and Associate professionals and only 1.3 percent of new employees were employed in Agricultural and Fishery Workers. Females were most likely to be employed in Technicians and Associate professionals (52.6 percent) and they were less likely to hold the positions of Craft and Related Workers (0.2 percent). New male employees were mainly shown in Technicians and Associate professionals (34.7 percent), Table 6.4.

Table 6. 4: Distribution of New Employees by Occupation and Sex; 2017/18

Occupation	Number			Percent		
	Male	Female	Total	Male	Female	Total
Legislators, Administrators and Managers	55	19	74	3.4	1.2	2.3
Professionals	253	237	490	15.5	15.2	15.4
Technicians and Associate professionals	567	820	1,387	34.7	52.6	43.5
Clerks	64	110	174	3.9	7.1	5.5
Service Workers and Shop Sales Workers	311	224	535	19.1	14.4	16.8
Agricultural and Fishery Workers	30	13	43	1.8	0.8	1.3
Craft and Related Workers	70	3	73	4.3	0.2	2.3
Plant and Machine Operators and Assemblers	85	15	100	5.2	1.0	3.1
Elementary Occupations	197	117	314	12.1	7.5	9.8
Total	1,632	1,558	3,190	100	100	100

The findings from Table 6.5 reveal that more than one third (38.7 percent) of new employees had attained certificate level where by 33.8 percent were male and 43.8 percent were female employees and only 1.9 percent of employees had Tertiary Non University.

Table 6. 5: Distribution of New Employees by Education level and Sex; 2017/18

Education Level	Number			Percent		
	Male	Female	Total	Male	Female	Total
Tertiary university	438	458	896	26.8	29.4	28.1
Tertiary Non University	26	34	60	1.6	2.2	1.9
Certificate	551	682	1,233	33.8	43.8	38.7
Vocational Education	103	76	179	6.3	4.9	5.6
Secondary A level	78	77	155	4.8	4.9	4.9
Secondary O level	305	181	486	18.7	11.6	15.2
Primary Education	131	50	181	8	3.2	5.7
Total	1,632	1,558	3,190	100	100	100

Table 6.6 reveals that, 99.0 percent of new employees were citizen of Tanzanian; and the proportion of both male and female new employees were almost equal (98.5 percent and 99.5 percent respectively). Zanzibar employed very few employees from other citizens (0.9 percent).

Table 6. 6: Distribution of New Employees by Citizenship and Sex; 2017/18

Citizenship	Number of Employees			Percent distribution		
	Male	Female	Total	Male	Female	Total
Tanzania	1,607	1,550	3,157	98.5	99.5	99.0
Kenya	1	1	2	0.1	0.1	0.1
Uganda	0	1	1	0	0.1	0
Others	24	6	30	1.5	0.4	0.9
Total	1,632	1,558	3,190	100	100	100

Table 6.7 depicts that, the proportion of new employees started work with salary between TZS 300,000 and 399,999 were higher (48.2 percent) than other salary range. Very few of new employees started working with salary between TZS 200,000 and 299,999. Only 10.9 percent of new employees were able to start work with a salary of TZS 600,000 and above.

Table 6. 7: Distribution of New Employees by Starting Salary and Sex; 2017/18

Salary Range	Number of Employees			Percent distribution		
	Male	Female	Total	Male	Female	Total
Under 200,000	270	235	505	16.5	15.1	15.8
200,000-299,999	34	31	65	2.1	2.0	2.0
300,000-399,999	817	721	1,538	50.1	46.3	48.2
400,000-499,999	82	91	173	5.0	5.8	5.4
500,000-599,999	271	291	562	16.6	18.7	17.6
600,000 +	158	189	347	9.7	12.1	10.9
Total	1,632	1,558	3,190	100	100	100

Table 6.8 shows that, most of new employees attained Education Training course (1,000 employees) of whom 386 were male and 614 were female employees, followed by Service Traders Programs (828 employees) and Commercial, Clerical, Business and Public Administration Programs (546 employees) compared with other subject of training.

Table 6. 8: Number of New Employees by Subject of Training and Sex; 2017/18

Subject of Training	Male	Female	Total
Not Stated	17	20	37
General training Program	1	2	3
Education Training	386	614	1,000
Programs in Languages	8	7	15
Other Humanity Courses	2	1	3
Social and Behavior Science Programs	26	30	56
Commercial, Clerical, Business and Public Administration Programs	246	300	546
Programs in Law	10	15	25
Natural Science	10	5	15
Mathematics and Computer science Programs	22	12	34
Medicine and Health Related Programs	143	216	359
Construction Trades Programs	32	0	32
Other Crafts, Trades and Industrial Programs	17	14	31
Engineering and Applied Programs	38	8	46
Architectural and Town Planning Programs	2	1	3
Agriculture, Forestry and Fishing Programs	14	11	25
Home Economics and Domestic Science Programs	2	0	2
Transport and Communication Programs	77	3	80
Service Traders Programs	543	285	828
Programs in Mass Communication and Documentation	35	14	49
Other Programs	1	0	1
Total	1,632	1,558	3,190

CHAPTER SEVEN: NEW VACANCIES, RETIRED AND FIRED/QUIT EMPLOYEES

7.0 Introduction

This chapter shows the number of new vacancies available in various sectors, types of occupation to be filled and education level. Also it shows the number of retired employees and quit or fired employees.

7.1 New Vacancies

The findings reveal that, government sector had the largest proportion of new vacancies (81.0 percent) compared to other sectors, Figure 7.1

Figure 7. 1: Percentage Distribution of New Vacancies by Sector; 2017/18

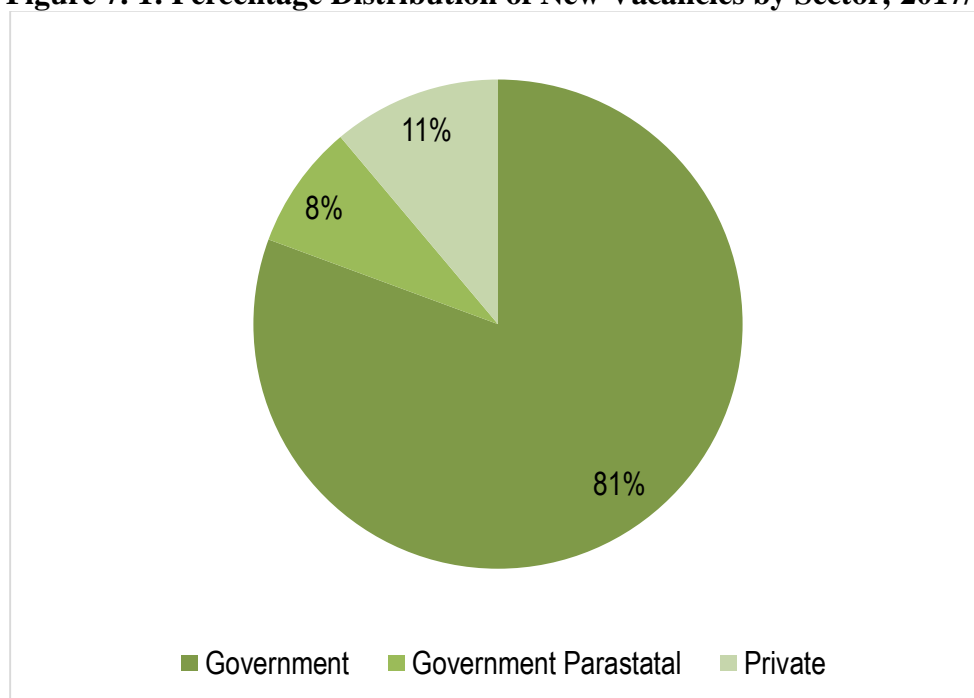


Table 7.1 shows that, Public administration and defense; compulsory social security industry had the largest number of new vacancies (929 vacancies, equivalent to 42.1 percent) followed by education with 440 vacancies (19.9 percent) and Agriculture, forestry and fishing with 229 vacancies (10.4 percent).

Table 7. 1: Distribution of New Vacancies by Industry; 2017/18

Industry	Number	Percentage
Agriculture, forestry and fishing	229	10.4
Mining and Quarrying	6	0.3
Manufacturing	11	0.5
Water supply; sewerage, waste management and remediation activities	166	7.5
Construction	73	3.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	9	0.4
Transportation and storage	4	0.2
Accommodation and food services activities	153	6.9
Information and communication	17	0.8
Financial and insurance activities	27	1.2
Real estate activities	17	0.8
Professional, Scientific and technical activities	56	2.5
Public administration and defense; compulsory social security	929	42.1
Education	440	19.9
Human health and social work activity	36	1.6
Art, entertainment and recreation	21	1.0
Other service activities	15	0.7
Total	2,209	100

Table 7.2 reveals that out of 1,781 new vacancies in Government sector, 838 vacancies were in Public administration and defense; compulsory social security followed by Education with 376 vacancies.

In the Government Parastatal sector, Public administration and defense; compulsory social security was a leading industry with 66 vacancies followed by Education accounting for 38 vacancies.

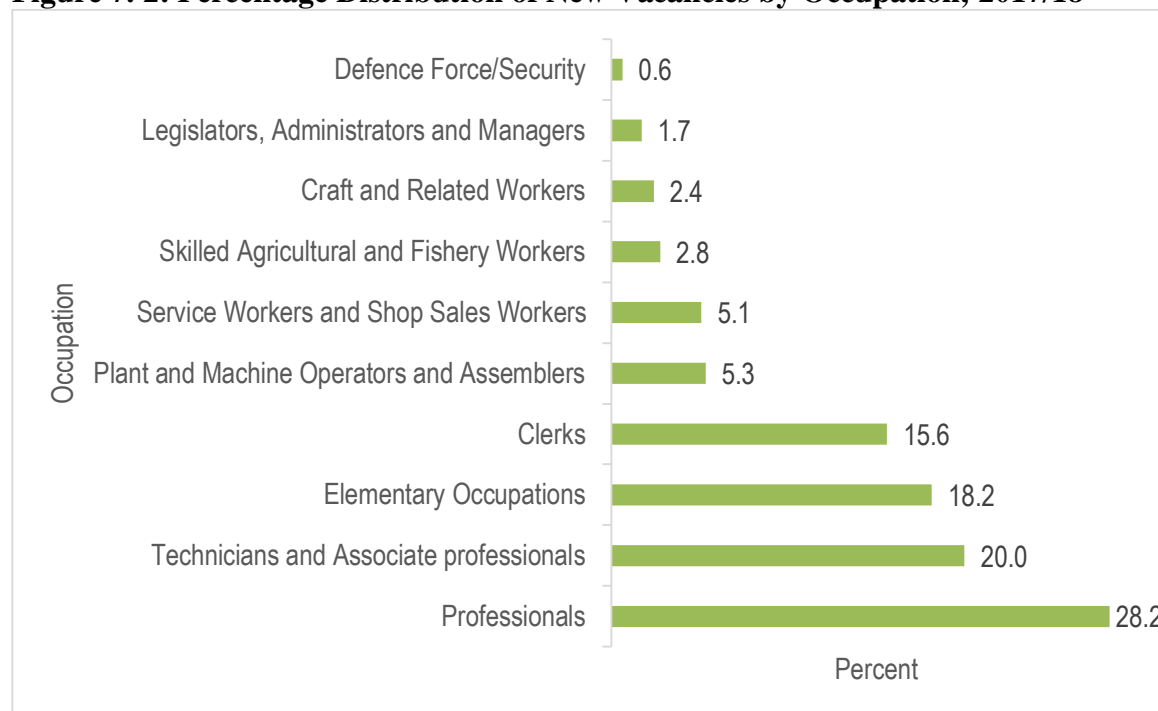
In the Private sector, Accommodation and food services activities had the highest proportion of new vacancies with 153 vacancies.

Table 7. 2: Total Number of New Vacancies by Industry and Sector; 2017/18

Industry	Government	Government Parastatal	Private	Total
Agriculture, forestry and fishing	229	0	0	229
Mining and Quarrying	0	0	6	6
Manufacturing	4	0	7	11
Water supply; sewerage, waste management and remediation activities	164	2	0	166
Construction	72	0	1	73
Wholesale and retail trade; repair of motor vehicles and motorcycles	0	7	2	9
Transportation and storage	0	2	2	4
Accommodation and food services activities	0	0	153	153
Information and communication	0	17	0	17
Financial and insurance activities	0	25	2	27
Real estate activities	0	17	0	17
Professional, Scientific and technical activities	56	0	0	56
Public administration and defense; compulsory social security	838	66	25	929
Education	376	38	26	440
Human health and social work activity	29		7	36
Art, entertainment and recreation	13	8	0	21
Other service activities	0	0	15	15
Total	1,781	182	246	2,209

Figure 7.2 shows that, the largest proportion of new vacancies was in Professionals (28.2 percent) followed by Technicians and Associate professionals (20.0 percent) and Elementary Occupations (18.2 percent). However Defense Force/Security (0.6 percent) had the least proportion of new vacancies.

Figure 7. 2: Percentage Distribution of New Vacancies by Occupation; 2017/18



In order to be employed in any occupation, type of relevant education required. Table 7.3 shows that, most of occupations require a person to hold a Certificate in order to fill vacancy available (33.2 percent) and followed by tertiary university education level (29.0 percent). Also it is revealed that only 1.0 percent of new vacancies were required candidates with Secondary A level education.

Most of vacancy available in Professional required Tertiary university level in order to be employed (341 vacancies) compared with other education level. There was other occupation such as Elementary work just requires Secondary O level education to be employed (337 vacancy).

Table 7. 3: Total Number of New Vacancies by Occupation and Education Level; 2017/18

Occupation	Tertiary university	Tertiary Non University	Certificate	Vocational Education	Secondary A level	Secondary O level	Primary Education	Total
Defense Force/Security	13	0	1	0	0	0	0	14
Legislators, Administrators and Managers	16	14	8	0	0	0	0	38
Professionals	341	72	197	1	6	7	0	624
Technicians and Associate professionals	132	58	219	0	2	31	0	442
Clerks	53	14	194	27	8	47	2	345
Service Workers and Shop Sales Workers	37	20	20	2	2	32	0	113
Skilled Agricultural and Fishery Workers	3	6	26	0	0	14	12	61
Craft and Related Workers	13	2	25	1	4	5	3	53
Plant and Machine Operators and Assemblers	18	0	28	15	0	57	0	118
Elementary Occupations	15	3	16	12	1	337	17	401
Total	29.0	8.6	33.2	2.6	1.0	24.0	1.5	100
Total Number	641	189	734	58	23	530	34	2,209

7.2 Retired and Fired/Quit Employees

The result shows that, the total number of retired employees in 2017/18 was 808 persons of whom 698 persons were in the Government sector, 78 persons in Government Parastatals and 32 persons in the Private sector.

On the other hand, more male employees were retired compared to female employees in all sectors except private sector where both sex had equal in number, Table 7.4.

Table 7. 4: Number of Retired Employees by Sector and Sex; 2017/18

Sector	Male	Female	Total
Government	496	202	698
Government Parastatal	56	22	78
Private	16	16	32
Total	568	240	808

Table 7.5 shows that, the total number of fired/quit employees in 2017/18 was 233 out of whom 130 were male and 103 were female. Unlike the Government sector, both Government Parastatals and Private sectors had higher proportions of male fired/quit employees than female employees.

Table 7. 5: Number of Fired/Quit Employees by Sector and Sex; 2017/18

Sector	Male	Female	Total
Government	8	48	56
Government Parastatal	20	3	23
Private	102	52	154
Total	130	103	233

APPENDIXES

Appendix 1: Tables

Table 2. 1. 2: Number of Total Employment by Sector and Sex; 2017/18

Sector	Male	Female	Total
Government	14,975	17,169	32,144
Government Parastatal	3,639	1,977	5,616
Private	14,206	7,113	21,319
Total Employment	32,820	26,259	59,079

Table 2. 2.2: Number of Youth (Age 15-35) employees Sector by, Type of Contract and Sex, 2017/18

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	3,336	4,470	7,806	314	239	553	0	0	0	3,650	4,709	8,359
Government Parastatal	824	340	1,164	307	213	520	130	229	359	1,261	782	2,043
Private	2,095	1,047	3,142	6,748	3,703	10,451	729	405	1,134	9,572	5,155	14,727
Total Number	6,255	5,857	12,112	7,369	4,155	11,524	859	634	1,493	14,483	10,646	25,129

Table 2. 3.2: Number of Adult (Age 36+) employees Sector by, Type of Contract and Sex, 2017/18

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	10,844	12,315	23,159	481	145	626	0	0	0	11,325	12,460	23,785
Government Parastatal	2,211	1,151	3,362	167	44	211	0	0	0	2,378	1,195	3,573
Private	1,248	618	1,866	2,846	1,187	4,033	540	153	693	4,634	1,958	6,592
Total Number	14,303	14,084	28,387	3,494	1,376	4,870	540	153	693	18,337	15,613	33,950

Table 2. 4.2: Number of Employment by Sector, Types of Contract and Sex; 2017/18

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	14,180	16,785	30,965	795	384	1,179	0	0	0	14,975	17,169	32,144
Government Parastatal	3,035	1,491	4,526	474	257	731	130	229	359	3,639	1,977	5,616
Private	3,343	1,665	5,008	9,594	4,890	14,484	1,269	558	1,827	14,206	7,113	21,319
Total Number	20,558	19,941	40,499	10,863	5,531	16,394	1,399	787	2,186	32,820	26,259	59,079

Table 2.5.2: Number of Employees Profession by Sector, Citizenship and Sex; 2017/18

Sector	Citizen								Noncitizen							
	Leader		Professional		Skilled		Unskilled		Leader		Professional		Skilled		Unskilled	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Government	309	120	4,661	4,950	5,088	9,261	4,893	2,824	0	0	24	14	0	0	0	0
Government Parastatal	92	38	754	369	1,559	875	1,079	460	0	0	17	5	8	1	0	0
Private	1,113	404	1,379	829	6,370	3,542	3,576	1,576	234	92	220	77	42	37	1	0
Total	1,514	562	6,794	6,148	13,017	13,678	9,548	4,860	234	92	261	96	50	38	1	0

Table 2. 6.2: Number of Employment by Sector, Citizenship and Sex; 2017/18

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	14,951	17,155	32,106	24	14	38	14,975	17,169	32,144
Government Parastatal	3,614	1,971	5,585	25	6	31	3,639	1,977	5,616
Private	13,707	6,909	20,616	499	204	703	14,206	7,113	21,319
Total	32,272	26,035	58,307	548	224	772	32,820	26,259	59,079

Table 2. 7.2: Percentage Distribution of Employees by Industry and Sex; 2016/17 and 2017/18

Industry	2016/17			2017/2018		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	4.4	3.4	3.9	4.1	3.2	3.7
Mining and Quarrying	0.6	0.4	0.5	0.5	0.3	0.4
Manufacturing	3.4	1.3	2.5	3.3	1.3	2.4
Electricity, gas, steam and air conditioning supply	2	0.5	1.4	1.9	0.5	1.3
Water supply; sewerage, waste management and remediation activities	3.9	2.7	3.4	3.7	2.7	3.3
Construction	4.1	0.8	2.7	4.0	0.8	2.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	3	1.7	2.4	3.0	1.5	2.3
Transportation and storage	5.8	2.9	4.5	4.8	2.9	4.0
Accommodation and food services activities	20.2	13.7	17.3	20.4	13.4	17.3
Information and communication	2	1.9	2	2.1	2.0	2.1
Financial and insurance activities	1.6	1.2	1.4	1.5	1.2	1.4
Real estate activities	0.1	0.1	0.1	0.1	0.1	0.1
Professional, Scientific and technical activities	1.4	0.9	1.2	1.4	0.9	1.2
Administrative and support service activities	0.7	0.2	0.5	1.3	0.4	0.9
Public administration and defense; compulsory social security	20.5	16.3	18.7	22.1	15.9	19.4
Education	19.3	38.6	27.8	18.5	39.5	27.9
Human health and social work activity	6.2	12.2	8.9	6.2	12.3	8.9
Art, entertainment and recreation	0.4	0.5	0.5	0.5	0.5	0.5
Other service activities	0.3	0.6	0.5	0.5	0.6	0.5
Total	100	100	100	100	100	100
Total Number	31,341	24,799	56,140	32,820	26,259	59,079

Table 2. 8.2: Number of Total Employees by Industry, Age Group and Sex, 2017/18

Industry	Youth (Age 15-35)			Adult (Age 36+)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	232	189	421	1,105	659	1,764	1,337	848	2,185
Mining and Quarrying	122	49	171	43	30	73	165	79	244
Manufacturing	679	184	863	401	150	551	1,080	334	1,414
Electricity, gas, steam and air conditioning supply	426	77	503	204	49	253	630	126	756
Water supply; sewerage, waste management and remediation activities	280	229	509	945	473	1,418	1,225	702	1,927
Construction	434	68	502	884	130	1,014	1,318	198	1,516
Wholesale and retail trade; repair of motor vehicles and motorcycles	430	222	652	557	168	725	987	390	1,377
Transportation and storage	637	411	1,048	947	348	1,295	1,584	759	2,343
Accommodation and food services activities	4,962	2,699	7,661	1,720	820	2,540	6,682	3,519	10,201
Information and communication	494	355	849	195	178	373	689	533	1,222
Financial and insurance activities	289	214	503	214	99	313	503	313	816
Real estate activities	7	8	15	38	20	58	45	28	73
Professional, Scientific and technical activities	86	71	157	358	169	527	444	240	684
Administrative and support service activities	186	76	262	241	30	271	427	106	533
Public administration and defense; compulsory social security	2,415	1,333	3,748	4,854	2,840	7,694	7,269	4,173	11,442
Education	1,931	3,158	5,089	4,143	7,224	11,367	6,074	10,382	16,456
Human health and social work activity	727	1,155	1,882	1,321	2,081	3,402	2,048	3,236	5,284
Art, entertainment and recreation	54	28	82	106	102	208	160	130	290
Other service activities	92	120	212	61	43	104	153	163	316
Total number	14,483	10,646	25,129	18,337	15,613	33,950	32,820	26,259	59,079

Table 2. 9.2: Number of Total Employment by Industry, Sector and Sex; 2017/18

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,337	848	2,185	0	0	0	0	0	0	1,337	848	2,185
Mining and Quarrying	0	0	0	0	0	0	165	79	244	165	79	244
Manufacturing	38	28	66	97	83	180	945	223	1,168	1,080	334	1,414
Electricity, gas, steam and air conditioning supply	0	0	0	630	126	756	0	0	0	630	126	756
Water supply; sewerage, waste management and remediation activities	671	556	1,227	529	86	615	25	60	85	1,225	702	1,927
Construction	694	118	812	0	0	0	624	80	704	1,318	198	1,516
Wholesale and retail trade; repair of motor vehicles and motorcycles	139	19	158	117	76	193	731	295	1,026	987	390	1,377
Transportation and storage	0	0	0	978	649	1,627	606	110	716	1,584	759	2,343
Accommodation and food services activities	0	0	0	0	0	0	6,682	3,519	10,201	6,682	3,519	10,201
Information and communication	0	0	0	179	189	368	510	344	854	689	533	1,222
Financial and insurance activities	0	0	0	393	236	629	110	77	187	503	313	816
Real estate activities	0	0	0	40	26	66	5	2	7	45	28	73
Professional, Scientific and technical activities	383	211	594	43	18	61	18	11	29	444	240	684
Administrative and support service activities	0	0	0	0	0	0	427	106	533	427	106	533
Public administration and defense; compulsory social security	5,600	3,927	9,527	325	140	465	1,344	106	1,450	7,269	4,173	11,442
Education	4,427	8,654	13,081	287	321	608	1,360	1,407	2,767	6,074	10,382	16,456
Human health and social work activity	1,591	2,709	4,300	0	0	0	457	527	984	2,048	3,236	5,284
Art, entertainment and recreation	94	96	190	21	27	48	45	7	52	160	130	290
Other service activities	1	3	4	0	0	0	152	160	312	153	163	316
Total	14,975	17,169	32,144	3,639	1,977	5,616	14,206	7,113	21,319	32,820	26,259	59,079

Table 2.10.2: Number of Employment by Industry, Types of Contract and Sex; 2017/18 - Government

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,337	848	2,185	0	0	0	1,337	848	2,185
Manufacturing	18	13	31	20	15	35	38	28	66
Water supply; sewerage, waste management and remediation activities	497	462	959	174	94	268	671	556	1,227
Construction	693	118	811	1	0	1	694	118	812
Wholesale and retail trade; repair of motor vehicles and motorcycles	139	19	158	0	0	0	139	19	158
Professional, Scientific and technical activities	381	210	591	2	1	3	383	211	594
Public administration and defense; compulsory social security	5,047	3,671	8,718	553	256	809	5,600	3,927	9,527
Education	4,396	8,649	13,045	31	5	36	4,427	8,654	13,081
Human health and social work activity	1,577	2,696	4,273	14	13	27	1,591	2,709	4,300
Art, entertainment and recreation	94	96	190	0	0	0	94	96	190
Other service activities	1	3	4	0	0	0	1	3	4
Total	14,180	16,785	30,965	795	384	1,179	14,975	17,169	32,144

Table 2.11.2: Number of Employment by Industry, Types of Contract and Sex; 2017/18 –Government Parastatal

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	94	83	177	3	0	3	0	0	0	97	83	180
Electricity, gas, steam and air conditioning supply	630	126	756	0	0	0	0	0	0	630	126	756
Water supply; sewerage, waste management and remediation activities	519	86	605	10	0	10	0	0	0	529	86	615
Wholesale and retail trade; repair of motor vehicles and motorcycles	109	38	147	8	38	46	0	0	0	117	76	193
Transportation and storage	651	345	996	197	75	272	130	229	359	978	649	1,627
Information and communication	179	188	367	0	1	1	0	0	0	179	189	368
Financial and insurance activities	197	118	315	196	118	314	0	0	0	393	236	629
Real estate activities	35	26	61	5	0	5	0	0	0	40	26	66
Professional, Scientific and technical activities	34	16	50	9	2	11	0	0	0	43	18	61
Public administration and defense; compulsory social security	313	133	446	12	7	19	0	0	0	325	140	465
Education	253	305	558	34	16	50	0	0	0	287	321	608
Art, entertainment and recreation	21	27	48	0	0	0	0	0	0	21	27	48
Total	3,035	1,491	4,526	474	257	731	130	229	359	3,639	1,977	5,616

Table 2.12.2: Number of Employment by Industry, Types of Contract and Sex; 2017/18 –Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mining and Quarrying	7	5	12	9	20	29	149	54	203	165	79	244
Manufacturing	340	85	425	323	82	405	282	56	338	945	223	1,168
Water supply; sewerage, waste management and remediation activities	5	19	24	20	41	61	0	0	0	25	60	85
Construction	145	30	175	462	49	511	17	1	18	624	80	704
Wholesale and retail trade; repair of motor vehicles and motorcycles	123	31	154	535	256	791	73	8	81	731	295	1,026
Transportation and storage	305	64	369	282	41	323	19	5	24	606	110	716
Accommodation and food services activities	1,491	730	2,221	5,011	2,668	7,679	180	121	301	6,682	3,519	10,201
Information and communication	62	32	94	438	301	739	10	11	21	510	344	854
Financial and insurance activities	90	49	139	20	28	48	0	0	0	110	77	187
Real estate activities	0	0	0	4	2	6	1	0	1	5	2	7
Professional, Scientific and technical activities	8	2	10	10	9	19	0	0	0	18	11	29
Administrative and support service activities	219	37	256	199	69	268	9	0	9	427	106	533
Public administration and defense; compulsory social security	29	17	46	998	88	1,086	317	1	318	1,344	106	1,450
Education	339	382	721	988	956	1,944	33	69	102	1,360	1,407	2,767
Human health and social work activity	107	135	242	226	265	491	124	127	251	457	527	984
Art, entertainment and recreation	8	0	8	33	7	40	4	0	4	45	7	52
Other service activities	65	47	112	36	8	44	51	105	156	152	160	312
Total	3,343	1,665	5,008	9,594	4,890	14,484	1,269	558	1,827	14,206	7,113	21,319

Table 2.13.2: Number of Total Employment by Industry, Citizenship and Sex; 2017/18

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,337	848	2,185	0	0	0	1,337	848	2,185
Mining and Quarrying	163	78	241	2	1	3	165	79	244
Manufacturing	1,025	333	1,358	55	1	56	1,080	334	1,414
Electricity, gas, steam and air conditioning supply	630	126	756	0	0	0	630	126	756
Water supply; sewerage, waste management and remediation activities	1,225	702	1,927	0	0	0	1,225	702	1,927
Construction	1,293	194	1,487	25	4	29	1,318	198	1,516
Wholesale and retail trade; repair of motor vehicles and motorcycles	965	390	1,355	22	0	0	0	390	1,355
Transportation and storage	1,558	754	2,312	26	5	31	1,584	759	2,343
Accommodation and food services activities	6,380	3,382	9,762	302	137	439	6,682	3,519	10,201
Information and communication	686	533	1,219	3	0	3	689	533	1,222
Financial and insurance activities	503	313	816	0	0	0	503	313	816
Real estate activities	45	28	73	0	0	0	45	28	73
Professional, Scientific and technical activities	435	237	672	9	3	12	444	240	684
Administrative and support service activities	416	98	514	11	8	19	427	106	533
Public administration and defense; compulsory social security	7,266	4,166	11,432	3	7	10	7,269	4,173	11,442
Education	6,007	10,336	16,343	67	46	113	6,074	10,382	16,456
Human health and social work activity	2,030	3,225	5,255	18	11	29	2,048	3,236	5,284
Art, entertainment and recreation	155	130	285	5	0	5	160	130	290
Other service activities	153	162	315	0	1	1	153	163	316
Total	32,272	26,035	58,307	548	224	772	32,820	26,259	59,079

Table 3.1.3 Total Number of Regular Citizen Employees by Wage Group and Sex; 2017/18

Wage Group	Male	Female	Total
Under 200,000	181	174	355
200,000-299,999	286	188	474
300,000-399,999	8,371	7,204	15,575
400,000-499,999	3,842	6,428	10,270
500,000-599,999	2,648	2,291	4,939
600,000 +	5,100	3,596	8,696
Total Number	20,428	19,881	40,309

Table 3.2.3: Total Number of Regular Citizen Employees by Wage Group, Sector and Sex; 2017/18

Wage Group	Government			Government Parastatals			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	0	0	0	0	0	0	181	174	355	181	174	355
200,000-299,999	0	0	0	0	0	0	286	188	474	286	188	474
300,000-399,999	6,037	6,226	12,263	681	285	966	1,653	693	2,346	8,371	7,204	15,575
400,000-499,999	2,983	5,999	8,982	553	292	845	306	137	443	3,842	6,428	10,270
500,000-599,999	1,852	1,932	3,784	569	215	784	227	144	371	2,648	2,291	4,939
600,000 +	3,308	2,628	5,936	1,232	699	1,931	560	269	829	5,100	3,596	8,696
Total Number	14,180	16,785	30,965	3,035	1,491	4,526	3,213	1,605	4,818	20,428	19,881	40,309

Table 3.3.3: Number of Permanent Citizen Employees by Industry and Wage group; 2017/18

Industry	Under 200,000	200,000- 299,999	300,000- 399,999	400,000- 499,999	500,000- 599,999	600,000 +	Total
Agriculture, forestry and fishing	0	0	1,785	217	77	106	2,185
Mining and Quarrying	0	0	0	0	0	9	9
Manufacturing	18	15	361	57	32	106	589
Electricity, gas, steam and air conditioning supply	0	0	0	80	359	317	756
Water supply; sewerage, waste management and remediation activities	24	0	1,280	127	101	56	1,588
Construction	9	25	716	73	32	130	985
Wholesale and retail trade; repair of motor vehicles and motorcycles	42	17	187	74	78	58	456
Transportation and storage	0	1	306	490	197	370	1,364
Accommodation and food services activities	93	240	1,281	198	162	151	2,125
Information and communication	0	13	215	69	41	123	461
Financial and insurance activities	0	0	0	19	15	420	454
Real estate activities	0	0	35	11	3	12	61
Professional, Scientific and technical activities	0	0	337	89	61	164	651
Administrative and support service activities	7	4	166	30	11	28	246
Public administration and defense; compulsory social security	0	3	3,653	1,801	1,118	2,634	9,209
Education	132	131	3,518	5,422	2,058	3,033	14,294
Human health and social work activity	5	5	1,555	1,452	551	947	4,515
Art, entertainment and recreation	0	0	164	46	16	19	245
Other service activities	25	20	16	15	27	13	116
Total Number	355	474	15,575	10,270	4,939	8,696	40,309

Table 4. 1.4: Annual Earnings by Sector and Sex; 2016/17 and 2017/18**(TZS Million)**

Sector	2016/2017			2017/2018		
	Male	Female	Total	Male	Female	Total
Government	97,552	95,857	193,409	95,248	101,619	196,867
Government Parastatal	31,279	13,101	44,380	33,999	17,293	51,292
Private	63,744	27,685	91,429	82,285	34,552	116,838
Total	192,576	136,643	329,218	211,532	153,465	364,997

Table 4.2.4: Monthly Average Salary of Employees by Sector and Sex; 2017/2018**(TZS)**

Sector	Male	Female	Total
Government	530,041	493,229	510,379
Government Parastatal	778,569	728,941	761,098
Private	482,691	404,803	456,704
Total	537,102	487,023	514,843

Table 4.3.4: Annual Salary of Employees by Industry and Sex; 2017/2018
(TZS Million)

Industry	Male	Female	Total
Agriculture, forestry and fishing	6,709	4,075	10,784
Mining and Quarrying	580	620	1,200
Manufacturing	9,864	1,439	11,303
Electricity, gas, steam and air conditioning supply	3,581	679	4,260
Water supply; sewerage, waste management and remediation activities	4,989	2,682	7,671
Construction	8,375	1,739	10,114
Wholesale and retail trade; repair of motor vehicles and motorcycles	5,110	1,835	6,945
Transportation and storage	11,389	3,575	14,964
Accommodation and food services activities	38,112	17,855	55,966
Information and communication	3,468	2,790	6,258
Financial and insurance activities	9,070	4,078	13,148
Real estate activities	260	142	402
Professional, Scientific and technical activities	3,556	1,816	5,372
Administrative and support service activities	2,515	849	3,365
Public administration and defense; compulsory social security	49,529	28,068	77,597
Education	40,913	63,239	104,152
Human health and social work activity	12,159	16,964	29,123
Art, entertainment and recreation	767	627	1,394
Other service activities	587	391	978
Total	211,532	153,465	364,997

Table 4.4.4: Monthly Cash Earnings of Regular Citizen Employees by Industry, Sector and Sex; 2017/18

(TZS Million)

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	93	83	176	0	0	0	0	0	0	93	83	176
Mining and Quarrying	0	0	0	0	0	0	4	27	31	4	27	31
Manufacturing	2	0	2	13	6	19	69	18	87	83	25	108
Electricity, gas, steam and air conditioning supply	0	0	0	196	31	226	0	0	0	196	31	226
Water supply; sewerage, waste management and remediation activities	26	29	55	20	14	34	1	1	2	46	45	91
Construction	22	9	31	0	0	0	24	11	35	46	19	66
Wholesale and retail trade; repair of motor vehicles and motorcycles	10	2	11	11	7	18	11	5	16	32	13	45
Transportation and storage	0	0	0	49	28	77	66	14	80	115	42	157
Accommodation and food services activities	0	0	0	0	0	0	406	181	587	406	181	587
Information and communication	0	0	0	13	10	23	17	8	25	30	19	48
Financial and insurance activities	0	0	0	82	73	155	89	40	129	170	113	284
Real estate activities	0	0	0	2	3	5	0	0	0	2	3	5
Professional, Scientific and technical activities	38	32	70	0	0	0	4	1	4	42	33	75
Administrative and support service activities	0	0	0	0	0	0	35	7	42	35	7	42
Public administration and defense; compulsory social security	835	592	1,427	79	41	119	5	3	8	918	636	1,554
Education	559	1,118	1,677	67	25	92	63	71	134	689	1,213	1,903
Human health and social work activity	230	395	625	0	0	0	18	16	34	248	411	658
Art, entertainment and recreation	5	4	9	4	6	10	1	0	1	10	10	21
Other service activities	0	0	0	0	0	0	8	4	12	8	5	12
Total	1,820	2,265	4,085	535	244	779	819	407	1,227	3,174	2,916	6,090

Table 5. 1.5: Annual Wage bill by Sector; 2017/18**(TZS Million)**

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	196,867	1,297	48,635	246,800
Government Parastatal	51,292	2,461	23,721	77,474
Private	116,838	11,912	29,628	158,377
Total	364,997	15,670	101,984	482,651

Table 5.2.5: Composition of Annual Wage Bill by Industry; 2017/18**(TZS Million)**

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	10,784	6	1,110	11,901
Mining and Quarrying	1,200	75	134	1,409
Manufacturing	11,303	273	1,756	13,332
Electricity, gas, steam and air conditioning supply	4,260	984	3,053	8,297
Water supply; sewerage, waste management and remediation activities	7,671	48	1,743	9,462
Construction	10,114	178	1,904	12,195
Wholesale and retail trade; repair of motor vehicles and motorcycles	6,945	535	3,615	11,096
Transportation and storage	14,964	201	3,620	18,785
Accommodation and food services activities	55,966	10,116	15,386	81,468
Information and communication	6,258	12	1,502	7,772
Financial and insurance activities	13,148	600	8,152	21,900
Real estate activities	402	0	143	545
Professional, Scientific and technical activities	5,372	48	2,138	7,558
Administrative and support service activities	3,365	186	457	4,008
Public administration and defense; compulsory social security	77,597	1,788	31,220	110,605
Education	104,152	492	20,866	125,510
Human health and social work activity	29,123	38	4,595	33,756
Art, entertainment and recreation	1,394	37	388	1,820
Other service activities	978	53	201	1,232
Total	364,997	15,670	101,984	482,651

Table 5.3.5: Composition of Annual Wage Bill by Industry and Types of Contract; 2017/18
(TZS Million)

Industry	Types of Contract			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Causal			
Agriculture, forestry and fishing	10,784	0	0	6	1,110	11,901
Mining and Quarrying	504	96	600	75	134	1,409
Manufacturing	4,027	6,360	916	273	1,756	13,332
Electricity, gas, steam and air conditioning supply	4,260	0	0	984	3,053	8,297
Water supply; sewerage, waste management and remediation activities	6,876	795	0	48	1,743	9,462
Construction	5,617	4,405	92	178	1,904	12,195
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,813	3,887	245	535	3,615	11,096
Transportation and storage	9,858	4,656	449	201	3,620	18,785
Accommodation and food services activities	14,009	41,155	803	10,116	15,386	81,468
Information and communication	3,379	2,838	41	12	1,502	7,772
Financial and insurance activities	9,798	3,350	0	600	8,152	21,900
Real estate activities	369	33	0	0	143	545
Professional, Scientific and technical activities	5,071	301	0	48	2,138	7,558
Administrative and support service activities	2,077	1,260	29	186	457	4,008
Public administration and defense; compulsory social security	71,184	6,012	401	1,788	31,220	110,605
Education	93,663	10,395	94	492	20,866	125,510
Human health and social work activity	25,646	2,893	584	38	4,595	33,756
Art, entertainment and recreation	1,215	170	10	37	388	1,820
Other service activities	578	264	135	53	201	1,232
Total	271,730	88,869	4,398	15,670	101,984	482,651

Table 5. 4.5: Composition of Annual Wage Bill by Industry; 2017/18 – Government
(TZS Million)

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	10,784	6	1,110	11,901
Manufacturing	269	1	149	419
Water supply; sewerage, waste management and remediation activities	4,846	47	1,158	6,050
Construction	3,656	5	734	4,395
Wholesale and retail trade; repair of motor vehicles and motorcycles	689	0	37	727
Professional, Scientific and technical activities	3,437	40	1,695	5,172
Public administration and defense; compulsory social security	66,720	1,182	26,278	94,180
Education	81,710	12	12,891	94,614
Human health and social work activity	23,769	3	4,298	28,069
Art, entertainment and recreation	901	1	283	1,184
Other service activities	86	0	2	88
Total	196,867	1,297	48,635	246,800

Table 5.5.5: Composition of Annual Wage Bill by Industry; 2016/17 – Government Parastatal

(TZS Million)				
Industry	Salary	Free Ration	Other Benefit	Wage bill
Manufacturing	1,006	31	440	1,476
Electricity, gas, steam and air conditioning supply	4,260	984	3,053	8,297
Water supply; sewerage, waste management and remediation activities	2,650	1	574	3,226
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,336	268	1,671	3,275
Transportation and storage	10,133	61	1,810	12,004
Information and communication	2,516	4	322	2,841
Financial and insurance activities	10,434	539	7,393	18,366
Real estate activities	381	0	143	524
Professional, Scientific and technical activities	1,791	6	409	2,206
Public administration and defense; compulsory social security	7,732	552	3,539	11,822
Education	8,779	15	4,302	13,096
Art, entertainment and recreation	275	1	64	340
Total	51,292	2,461	23,721	77,474

Table 5.6.5: Composition of Annual Wage Bill by Industry; 2017/18 – Private
(TZS Million)

Industry	Salary	Free Ration	Other Benefit	Wage bill
Mining and Quarrying	1,200	75	134	1,409
Manufacturing	10,028	241	1,167	11,437
Water supply; sewerage, waste management and remediation activities	175	0	10	185
Construction	6,458	172	1,170	7,800
Wholesale and retail trade; repair of motor vehicles and motorcycles	4,920	267	1,907	7,095
Transportation and storage	4,832	140	1,810	6,781
Accommodation and food services activities	55,966	10,116	15,386	81,468
Information and communication	3,742	9	1,179	4,930
Financial and insurance activities	2,714	61	759	3,534
Real estate activities	22	0	0	22
Professional, Scientific and technical activities	144	2	34	180
Administrative and support service activities	3,365	186	457	4,008
Public administration and defense; compulsory social security	3,145	55	1,402	4,602
Education	13,662	465	3,673	17,801
Human health and social work activity	5,354	35	297	5,686
Art, entertainment and recreation	219	36	41	295
Other service activities	891	53	200	1,144
Total	116,838	11,912	29,628	158,377

Table 6.1.6: Number of New Employees by Sector and Sex; 2017/18

Sector	Male	Female	Total
Government	764	977	1,741
Government Parastatal	96	81	177
Private	772	500	1,272
Total Number	1,632	1,558	3,190

Table 6.2.6: Number of New Employee by Industry and sex; 2017/18

Industry	Male	Female	Total
Agriculture, forestry and fishing	11	6	17
Mining and Quarrying	8	4	12
Manufacturing	27	9	36
Electricity, gas, steam and air conditioning supply	11	0	11
Water supply; sewerage, waste management and remediation activities	4	3	7
Construction	46	20	66
Wholesale and retail trade; repair of motor vehicles and motorcycles	15	23	38
Transportation and storage	49	29	78
Accommodation and food services activities	368	222	590
Information and communication	6	1	7
Financial and insurance activities	34	41	75
Professional, Scientific and technical activities	7	8	15
Administrative and support service activities	40	20	60
Public administration and defense; compulsory social security	401	266	667
Education	429	658	1,087
Human health and social work activity	162	241	403
Art, entertainment and recreation	5	5	10
Other service activities	9	2	11
Total	1,632	1,558	3,190

Table 6.3.6: Number of New Employees by Occupation and Sex; 2017/18

Occupation	Male	Female	Total
Legislators, Administrators and Managers	55	19	74
Professionals	253	237	490
Technicians and Associate professionals	567	820	1,387
Clerks	64	110	174
Service Workers and Shop Sales Workers	311	224	535
Skilled Agricultural and Fishery Workers	30	13	43
Craft and Related Workers	70	3	73
Plant and Machine Operators and Assemblers	85	15	100
Elementary Occupations	197	117	314
Total	1,632	1,558	3,190

Table 6.4.6: Number of New Employees by Education Level and Sex; 2017/18

Education Level	Male	Female	Total
Tertiary university	438	458	896
Tertiary Non University	26	34	60
Certificate	551	682	1,233
Vocational Education	103	76	179
Secondary A level	78	77	155
Secondary O level	305	181	486
Primary Education	131	50	181
Total	1,632	1,558	3,190

Table 6.5.6: Number of New Employees by Citizenship and Sex; 2017/18

Citizenship	Male	Female	Total
Tanzania	1,607	1,550	3,157
Kenya	1	1	2
Uganda	0	1	1
Others	24	6	30
Total	1,632	1,558	3,190

Table 6.6.6: Number of New Employees by Starting Salary and Sex; 2017/18

Salary Range	Male	Female	Total
Under 200,000	270	235	505
200,000-299,999	34	31	65
300,000-399,999	817	721	1,538
400,000-499,999	82	91	173
500,000-599,999	271	291	562
600,000 +	158	189	347
Total	1,632	1,558	3,190

Table 6.7.6: Number of New Employees by Subject of Training and Sex; 2017/18

Subject of Training	Male	Female	Total
Not Stated	17	20	37
General training Program	1	2	3
Education Training	386	614	1,000
Programs in Languages	8	7	15
Other Humanity Courses	2	1	3
Social and Behavior Science Programs	26	30	56
Commercial, Clerical, Business and Public Administration Programs	246	300	546
Programs in Law	10	15	25
Natural Science	10	5	15
Mathematics and Computer science Programs	22	12	34
Medicine and Health Related Programs	143	216	359
Construction Trades Programs	32	0	32
Other Crafts, Trades and Industrial Programs	17	14	31
Engineering and Applied Programs	38	8	46
Architectural and Town Planning Programs	2	1	3
Agriculture, Forestry and Fishing Programs	14	11	25
Home Economics and Domestic Science Programs	2	0	2
Transport and Communication Programs	77	3	80
Service Traders Programs	543	285	828
Programs in Mass Communication and Documentation	35	14	49
Other Programs	1	0	1
Total	1,632	1,558	3,190

Table 7.1.7: Number of New Vacancies by Sector; 2017/18

Sector	Total
Government	1,781
Government Parastatal	182
Private	246
Total	2,209

Table 7.2.7: Number of New Vacancies by Industry and Sector; 2017/18

Industry	Government	Government Parastatal	Private	Total
Agriculture, forestry and fishing	229	0	0	229
Mining and Quarrying	0	0	6	6
Manufacturing	4	0	7	11
Water supply; sewerage, waste management and remediation activities	164	2	0	166
Construction	72	0	1	73
Wholesale and retail trade; repair of motor vehicles and motorcycles	0	7	2	9
Transportation and storage	0	2	2	4
Accommodation and food services activities	0	0	153	153
Information and communication	0	17	0	17
Financial and insurance activities	0	25	2	27
Real estate activities	0	17	0	17
Professional, Scientific and technical activities	56	0	0	56
Public administration and defense; compulsory social security	838	66	25	929
Education	376	38	26	440
Human health and social work activity	29		7	36
Art, entertainment and recreation	13	8	0	21
Other service activities	0	0	15	15
Total	1,781	182	246	2,209

Table 7.3.7: Number of New Vacancies by Occupation; 2017/18

Occupation	Total
Defense Force/Security	14
Legislators, Administrators and Managers	38
Professionals	624
Technicians and Associate professionals	442
Clerks	345
Service Workers and Shop Sales Workers	113
Skilled Agricultural and Fishery Workers	61
Craft and Related Workers	53
Plant and Machine Operators and Assemblers	118
Elementary Occupations	401
Total	2,209

Table 7.4.7: Number of New Vacancies by Occupation and Education Level; 2017/18


Occupation	Tertiary university	Tertiary Non University	Certificate	Vocational Education	Secondary A level	Secondary O level	Primary Education	Total
Defense Force	13	0	1	0	0	0	0	14
Legislators, Administrators and Managers	16	14	8	0	0	0	0	38
Professionals	341	72	197	1	6	7	0	624
Technicians and Associate professionals	132	58	219	0	2	31	0	442
Clerks	53	14	194	27	8	47	2	345
Service Workers and Shop Sales Workers	37	20	20	2	2	32	0	113
Skilled Agricultural and Fishery Workers	3	6	26	0	0	14	12	61
Craft and Related Workers	13	2	25	1	4	5	3	53
Plant and Machine Operators and Assemblers	18	0	28	15	0	57	0	118
Elementary Occupations	15	3	16	12	1	337	17	401
Total	29.0	8.6	33.2	2.6	1.0	24.0	1.5	100
Total Number	641	189	734	58	23	530	34	2,209

Table 7.5.7: Number of Retired Employees by Sector and Sex; 2017/18

Sector	Male	Female	Total
Government	496	202	698
Government Parastatal	56	22	78
Private	16	16	32
Total	568	240	808

Table 7.5.7: Number of Fired/Quit Employees by Sector and Sex; 2017/18

Sector	Male	Female	Total
Government	8	48	56
Government Parastatal	20	3	23
Private	102	52	154
Total	130	103	233

CONFIDENTIAL	FORM EES 2017/18
	<h2 style="margin: 0;">REVOLUTIONARY GOVERNMENT OF ZANZIBAR</h2> <h3 style="margin: 0;">OFFICE OF CHIEF GOVERNMENT STATISTICIAN</h3>
<div style="border: 2px solid black; padding: 10px; background-color: white; margin: 0 auto; width: 80%;"> <h2 style="margin: 0;">EMPLOYMENT AND EARNINGS SURVEY 2017/18</h2> </div>	
<div style="border: 2px solid black; padding: 10px; margin: 0 auto; width: 80%;"> <p>NAME OF MINISTRY/COMPANY:.....</p> <p>NAME OF ESTABLISHMENT:.....</p> <p>THIS INFORMATION FOR:</p> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 20px;"> <p>1. Unguja Only</p> <p>2. Pemba Only</p> <p>3. Unguja and Pemba</p> </div> <div style="border: 1px solid black; width: 40px; height: 40px; margin-top: 10px;"></div> </div> </div>	
Office of Chief Government Statistician, P.O Box 2321, Zanzibar Tel No 0772 335932 or 0777 496866	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. All information relating to individual firms is confidential and will not be divulged to any other organization.

3. 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

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4. 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.

5. Do not include domestic servants in Private households and non-salaried working proprietors and non-salaried family workers.

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 2018.

SECTION A: IDENTIFICATION									
1 Name of establishment									
2 Locatoin:									
Region				<div style="border: 1px solid black; padding: 5px;"> <p style="text-align: center;"><i>For office use only</i></p> <p>Identity <input type="text"/></p> <p>Ownership (Sector) <input type="text"/></p> <p>ISIC Code <input type="text"/></p> <p>Total number of Employees <input type="text"/></p> <p>Class Size <input type="text"/></p> </div>					
District									
Shehia									
3 Address:									
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									
State main activity which is provided from your establishment. If you have more than one activity, state the main activity in number one and the second activity in number two.									
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 2018**(i) Permanent Employees**

State the cash earnings for the month of June, 2018 of all regular employees before any deduction (basic salary) Any allowance should be included in section G

Citizen (Tanzanian's) youth Aged 15 -35 years

Sex	Number of Regular Employees for the month of June, 2018		Cash earnings during June 2018 (to the nearest shillings)			Average Salary for the month of June, 2018		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	01		02					
Females	03		04					
Total	05		06					

Citizen (Tanzanian's) with Aged 36 years and above

Sex	Number of Regular Employees for the month of June, 2018		Cash earnings during June 2018 (to the nearest shillings)			Average Salary for the month of June, 2018		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	07		08					
Females	09		10					
Total	11		12					

Non - Citizen (Non Tanzanian's) youth Aged 15-35

Sex	Number of Regular Employees for the month of June, 2018		Cash earnings during June 2018 (to the nearest shillings)			Average Salary for the month of June, 2018		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	13		14					
Females	15		16					
Total	17		18					

Non-Citizen (NonTanzanian's) with Aged 36 years and above

Sex	Number of Regular Employees for the month of June, 2018		Cash earnings during June 2018 (to the nearest shillings)			Average Salary for the month of June, 2018		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	19		20					
Females	21		22					
Total	23		24					

(ii) Temporary Employees in Contract Basis**Citizen (Tanzanian's) youth Aged 15 -35 years**

Sex	Number of Temporary Employees for the month of June, 2018		Cash earnings during June 2018 (to the nearest shillings)			Average Salary for the month of June, 2018		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	01		02					
Females	03		04					
Total	05		06					

Citizen (Tanzanian's) with Aged 36 years and above							
Sex	Number of Temporary Employees for the month of June, 2018		Cash earnings during June 2018 (to the nearest shillings)			Average Salary for the month of June, 2018	
(a)	(b)		(c)			(d) = (c)/(b)	
Males	07		08				
Females	09		10				
Total	11		12				

Non - Citizen (Non Tanzanian's) youth Aged 15-35

Sex	Number of Temporary Employees for the month of June, 2018		Cash earnings during June 2018 (to the nearest shillings)			Average Salary for the month of June, 2018	
(a)	(b)		(c)			(d) = (c)/(b)	
Males	13		14				
Females	15		16				
Total	17		18				

Non-Citizen (NonTanzanian's) with Aged 36 years and above

Sex	Number of Temporary Employees for the month of June, 2018		Cash earnings during June 2018(to the nearest shillings)			Average Salary for the month of June, 2018	
(a)	(b)		(c)			(d) = (c)/(b)	
Males	19		20				
Females	21		22				
Total	23		24				

SECTION D

(a) Wage rate of Permanent employees (shs per month)

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

Salary	Male			Female			Total
Under 200,000/=	01			02			
200,000/= to 299,999/=	03			04			
300,000/= to 399,999/=	05			06			
400,000/=to 499,999/=	07			08			
500,000/=to 599,999/=	09			10			
600,000/=and Over	11			12			
TOTAL	13			14			

(b) Workers with Disability

Types of Contract	Male	Female	Total
Permanent			
Temporary			

Section E: Total number of employees in section E (i) should be equal to section C table (i) section E(ii) equal to number of employees in section C table (ii). Leaders in government institutions are those who where appointed by president and in Private institutions include managers and directors only. If a person does not use his skill in that particular work, shall be included in unskilled labour.

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

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

SECTION F: CASUAL WORKERS

Citizenship	Sex	Number of casual workers employed as on 30th June 2018		Total person days worked during June, 2018		Total cash earnings for the month of June 2018		Average Salary for the month of June, 2018
(a)	(b)	(c)		(d)		(e)		(f) = (e)/(c)
Citizen (Tanzanian's) youth Aged 15 -35 years	Males	01		02		03		
	Females	04		05		06		
	Total	07		08		09		
Citizen (Tanzanian's) with Aged 36 years and above	Males	10		11		12		
	Females	13		14		15		
	Total	16		17		18		

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 G: BENEFITS (TSH)

BENEFITS: Other benefits who are paid to employees only from July 2017 to June 2018

OTHER BENEFITS		Employment Contract						
Type of Payment			Permanent (TSH)		Contract basis (TSH)		Casual (TSH)	
Food allowance or free ration	01							
Paid Leave	02							
Housing allowance	03							
Transport allowance	04							
ZSSF 13%, 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							

Note:

Telephone allowance, Electricity allowance, Petrol allowance and all other mention above should be benefit paid to employees and not for office spending.

SECTION: H														
					NUMBER OF NEW WORKERS EMPLOYED DURING THE LAST 12 MONTHS									
					JULY 2017 - JUNE 2018									
Serial Number	1.Occupational Title	For Official Use Only			2. Highest level of education	3a. Main subject of training	For Official Use Only			4.Citizenship	4. Existing vacancies are due to	6.Starting Salary	7. Workers by Gender	
	(write in full)	TASCO			Tertiary University.....1					Tanzania .1		(basic salary)	Total	
	eg. Accountant				Tertiary Non University....2					Kenya. ...2	Fill vacant.....1			
	Nurse, doctor				Certificate/Diploma3					Uganda... 3	Unfilled post.....2			
	secondary teacher				Vocational Education4	eg. Accountancy				Burundi4	New position.....3			
	etc				Secondary A Level.....5					Ruwanda..5				
					Secondary O Level.....6					Other6				
		Primary Education.....7				(Tshs.)	Male	Female						
1														
2														
3														
4														
5														
6														
7														
8														
9														
10														
11														
12														

SECTION I:													
CURRENT JOB VACANCIES FOR THE LAST 12 MONTHS (JULY 2017 - JUNE 2018)													
										NUMBER OF WORKERS IN THE ESTABLISHMENT			
Serial Number	1.Occupational Tittle	For Official Use Only				2. Number of vacancies	3. Required level of education	4. Existing vacancies are	5. Required work experience	6. Number of retired workers	7. Number of quit or dismissed workers		
	(write in full)						Tertiary University.....1	Fill vacant.....1	No require.....1				
	eg. Accountant						Tertiary Non Universit.....2	Unfilled post.....2	1 to 2 years.....2				
	Nurse, doctor						Certificate/diploma).....3	New position.....3	3 to 4 years.....3				
	secondary teacher						Vocational Education4		5 or more years...4				
							Secondary A Level.....5						
							Secondary O Level.....6						
							Primary Education.....7						
									Male	Female	Male	Female	
1							<input type="text"/>	<input type="text"/>	<input type="text"/>				
2							<input type="text"/>	<input type="text"/>	<input type="text"/>				
3							<input type="text"/>	<input type="text"/>	<input type="text"/>				
4							<input type="text"/>	<input type="text"/>	<input type="text"/>				
5							<input type="text"/>	<input type="text"/>	<input type="text"/>				
6							<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
7							<input type="text"/>	<input type="text"/>	<input type="text"/>				
8							<input type="text"/>	<input type="text"/>	<input type="text"/>				
9							<input type="text"/>	<input type="text"/>	<input type="text"/>				
10							<input type="text"/>	<input type="text"/>	<input type="text"/>				
11							<input type="text"/>	<input type="text"/>	<input type="text"/>				
12							<input type="text"/>	<input type="text"/>	<input type="text"/>				

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 best as possible to the industry of the employing department. TASCO on the other hand has been used to classify person's 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 programs based on them, legislative activities, taxation, national defense, public order and safety, immigration services, foreign affairs and the administration of government programs. 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 programmers 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 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.

Office of the Chief Government Statistician, Zanzibar

Vision

The Vision of the Office of Chief Government Statistician (OCGS) is “To become a Centre of excellence for statistical production and for promoting a culture of Evidence-based policy and decision-making”.

Mission

The Mission of the OCGS is “to coordinate production of official statistics, provide high quality statistical data and information and promote their use in planning, decision making, administration, governance, monitoring and evaluation”.

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