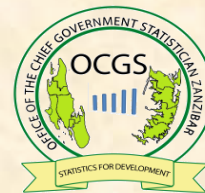




REVOLUTIONARY GOVERNMENT OF ZANZIBAR



OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2018/2019



ANALYTICAL REPORT

OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

**FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY
REPORT, 2018/2019**

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 2018/2019 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 six chapters, namely: Concept, Definition and Survey Methodology, Employment, Wage rate, Cash earnings, Wage bill, New Employees, retired and fired/quit employees.

Employment

The total employment in formal sector was 62,804 out of whom 34,988 (55.7 percent) were males and 27,816 (44.3 percent) were females. Out of total employment, 51.5 percent were engaged in Government sector, 38.2 percent in Private sector and 10.3 percent in Parastatals.

Classification by terms of employment reported that 61.7 percent (38,750 employees) were regular employees. Contractual and casual employees comprised 34.7 percent (21,782 employees) and 3.6 percent (2,272 employees) respectively. Non-citizen employees account for only 1.3 percent of total employment.

The distribution of employment by industry shows that about 26.8 percent of employees were engaged in Education sector while 19.7 percent were in Accommodation and food services activities. The industry with the least number of employees was real estate which has 0.2 percent of total employment.

Wage Rate

Most (37.9 percent) of regular citizen employees earn between TZS 300,000 and TZS 399,999 per months. About 40 percent of the government and 43.3 percent of private sector regular citizen employees earn between TZS 300,000 and TZS 399,999 while 41.9 percent of parastatals employees earn 600,000 and above per month. Both male and female regular citizen employees account for 39.0 and 36.8 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 530,651 per month where males earn TZS 542,156 and females earn TZS 520,421 per month. The average monthly salary of Parastatal employees was observed to be TZS 701,524; the private employees' average salary was 565,308 while for Government employees it was 501,810.

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 75.4 percent while the percentage share of other benefits was 20.8 percent.

New Employees, Retired and Fired/Quit

The total number of employees employed in 2018/19 was 3,332 persons of whom 1,648 employees (49.5 percent) were males and 1,684 employees (50.5 percent) were females. Out of total new employees, 54.7 percent were employed in the Government sector, 9.4 percent in Government Parastatals and 35.9 percent in the Private sector.

However, the result shows that, the total number of retired employees in 2018/19 was 994 persons of whom 781 persons were in Government sector, 109 persons in Government Parastatals and 104 persons in the Private sector. In addition, the proportions of male fired/quit employees were higher than female employees in all sectors.

Summary of Key Indicators by Sex, 2018/19 Formal Sector Employment and Earnings Survey

Indicators	Male	Female	Total
Total Employees by Sector	34,988	27,816	62,804
Government	14,562	17,753	32,315
Government Parastatal	4,395	2,085	6,480
Private	16,031	7,978	24,009
Youth Employees (Age 15-35)	15,850	12,141	27,991
Government	3,925	5,645	9,570
Government Parastatal	1,289	737	2,026
Private	10,636	5,759	16,395
Adult Employees (Age 36+)	19,138	15,675	34,813
Government	10,637	12,108	22,745
Government Parastatal	3,106	1,348	4,454
Private	5,395	2,219	7,614
Total Employment by Types of Contract	34,988	27,816	62,804
Regular Employees	19,144	19,606	38,750
Temporary Employees	14,297	7,485	21,782
Casual Employees	1,547	725	2,272
Total Employment by Citizenship	34,988	27,816	62,804
Citizen	34,402	27,585	61,987
Non-citizen	586	231	817
Distribution of Regular Citizen Employees by Sector and Wage Rates			
Government	13,836	17,276	31,112
Below TZS 200,000	0	0	0
Between 200,000 and 499,999	8,819	12,422	21,241
TZS 500,000+	5,017	4,854	9,871
Government Parastatal	3,510	1,611	5,121
Below TZS 200,000	0	0	0
Between 200,000 and 499,999	1,375	642	2,017
TZS 500,000+	2,135	969	3,104
Private	1,768	709	2,477
Below TZS 200,000	62	73	135
Between 200,000 and 499,999	1,182	388	1,570
TZS 500,000+	524	248	772
Average Monthly Salary of Regular Citizen Employees by Sector	542,156	520,421	530,651
Government	510,613	495,784	501,810
Government Parastatal	707,003	691,722	701,524
Private	525,620	680,089	565,308
Employees with disability by Types of Contract	161	107	268
Permanent disable	136	96	232
Temporary disable	25	11	36
Total New Employees by sector	1,648	1,684	3,332
Government	780	1,044	1,824
Government Parastatal	182	130	312
Private	686	510	1,196

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 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 2018/2019 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, 2019 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 55.7 percent of total employees were male employees while 44.3 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 (45.1 percent) and females (54.9 percent) were almost the same.



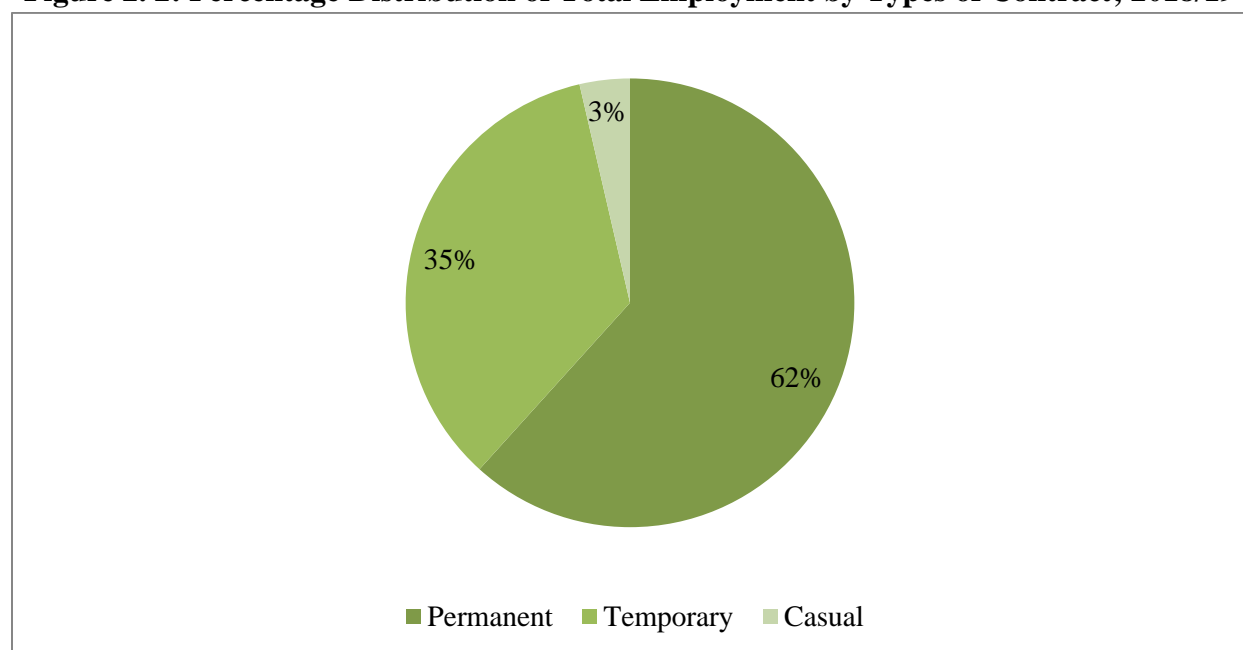
The result shows that, the total employment in 2018/19 increased to 62,804 employees from 59,079 employees in 2017/18. Furthermore, the results indicate that the government sector is still an important sector in terms of employment with 32,315 employees in 2018/19 which is higher compared to government parastatal and private sector with (6,480 and 24,009 employees) respectively. Private sector had higher number of employees compared with increment where employees increased from 21,319 employees in 2017/18 to 24,009 employees in 2018/19, Table 2.1.

Table 2. 1: Number of Total Employment by Sector and Sex; 2017/18 and 2018/2019

Sector	2017/2018			2018/2019		
	Male	Female	Total	Male	Female	Total
Government	14,975	17,169	32,144	14,562	17,753	32,315
Government Parastatal	3,639	1,977	5,616	4,395	2,085	6,480
Private	14,206	7,113	21,319	16,031	7,978	24,009
Total	32,820	26,259	59,079	34,988	27,816	62,804

The analysis from the findings depicts that, about three quarters (62 percent) of total employees have permanent contracts and 3 percent) were casually employed, Figure 2.2

Figure 2. 2: Percentage Distribution of Total Employment by Types of Contract; 2018/19



Eight in every ten (80.3 percent) of permanent employees were engaged in government sector and there were no employees with casual contracts the same as for Government Parastatal sector. Private sector has more employees with temporary contract with 88.2 percent.

Among permanent male employed 72.3 percent were engaged in government sector the same for female with 87.3 percent. For temporary employees, majority of them were engaged in private sector both male and female with 88.7 percent and 87.3 percent respectively and all employees with casual contracts were employed in the private sector. Table 2.2.

Table 2. 2: Percentage Distribution of Total Employment by Sector, Types of Contract and Sex; 2018/19

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	72.3	88.1	80.3	5.1	6.4	5.5	-	-	-	41.6	63.8	51.5
Government Parastatal	18.3	8.2	13.2	6.2	6.3	6.2	-	-	-	12.6	7.5	10.3
Private	9.4	3.7	6.5	88.7	87.3	88.2	100	100	100	45.8	28.7	38.2
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	19,144	19,606	38,750	14,297	7,485	21,782	1,547	725	2,272	34,988	27,816	62,804

The results in Table 2.3 indicate that private sector had the highest proportion of youth (15-35 years) employees (58.6 percent) compared with the remaining sectors. In addition, Private sector has more temporary employees (90.7 percent) with contract basis than other two remaining sectors.

Seven in every ten (77.6 percent) of permanent employees were engaged in government sector and there were no employees with casual contracts the same as for Government Parastatal sector. Private sector has more employees with temporary contract with 90.7 percent.

Among permanent male youth, employed aged 15-35 years 66.9 percent were engaged in government sector the same for female with 87 percent. For temporary employees majority of them were engaged in private sector both male and female with 91.8 percent and 88.7 percent respectively and all employees with casual contracts were employed in the private sector.

Table 2. 3: Percentage Distribution of Youth (Age 15-35) Employees by Sector, Type of Contract and Sex; 2018/19

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	66.9	87.0	77.6	3.0	6.0	4.1	0	0	0	24.8	46.5	34.2
Government Parastatal	14.6	7.3	10.7	5.2	5.3	5.2	0	0	0	8.1	6.1	7.2
Private	18.4	5.7	11.7	91.8	88.7	90.7	100	100	100	67.1	47.4	58.6
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	5,437	6,108	11,545	9,494	5,489	14,983	919	544	1,463	15,850	12,141	27,991

Table 2.4 shows that, government sector has high proportion of adult employees (65.3 percent) compared with other sectors. Also Government sector employed more permanent adult male employees (74.4 percent) while more adult male employees with temporary employment (82.7 percent) were employed in the private sector.

Table 2. 4: Percentage Distribution of Adult (Age 36+) Employees by Sector, Type of Contract and Sex; 2018/19

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	74.4	88.6	81.4	9.2	7.5	8.7	0	0	0	55.6	77.2	65.3
Government Parastatal	19.8	8.6	14.3	8.2	9.1	8.4	0	0	0	16.2	8.6	12.8
Private	5.8	2.8	4.3	82.7	83.4	82.9	100	100	100	28.2	14.2	21.9
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	13,707	13,498	27,205	4,803	1,996	6,799	628	181	809	19,138	15,675	34,813

The government sector has more skilled employees (46.6 percent) followed by professional employees (30.3 percent) and unskilled employees (21.8 percent). Private sector has more skilled employees (57.3) followed by unskilled employees (16.6), Table 2.5.

Table 2. 5: Distribution of Permanent Employees by Profession and Sector; 2018/19

Sector	Leader	Professional	Skilled	Unskilled	Percent	Number
Government	1.3	30.3	46. 6	21.8	100.0	31,112
Government Parastatal	2.3	30.4	38.4	28.9	100.0	5,121
Private	10.4	15.7	57.3	16.6	100.0	2,517
Total	2.0	29.4	46.3	22.4	100.0	38,750

Note: For the purpose of this survey an employee is counted skilled if and only if in current job use his/her skills otherwise he will not be counted as skilled.

Out of 17,922 skilled employees, government sector has high number of professional employees for both female (4907 employees) and male (4519 employees). Most of leader employees were male in both sectors while the parastatal sector had more than two third of their employees with professional or skilled, Table 2.6.

Table 2. 6: Distribution of Permanent Employees by Profession; Sector and Sex; 2018/19

Sector	Leader			Professional			Skilled			Unskilled			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	282	113	395	4,519	4,907	9,426	5,079	9,432	14,511	3,956	2,824	6,780	13,836	17,276	31,112
Government Parastatal	88	28	116	1,026	533	1,559	1,338	630	1,968	1,058	420	1,478	3,510	1,611	5,121
Private	179	82	261	250	145	395	1,083	360	1,443	286	132	418	1,798	719	2,517
Total	549	223	772	5,795	5,585	11,380	7,500	10,422	17,922	5,300	3,376	8,676	19,144	19,606	38,750

The government sector has more unskilled employees (61.1percent) followed by skilled employees (27.6 percent) and for private sector has more skilled employees (54 percent) followed by unskilled employees (26.8 percent) while the parastatal sector, 61.2 percent of their temporary employees were unskilled, Table 2.7.

Table 2. 7: Distribution of Temporary Employees by Profession and Sector; 2018/19

Sector	Leader	Professional	Skilled	Unskilled		Total
Government	4.2	7.1	27.6	61.1	100.0	1,203
Government Parastatal	3.0	23.2	12.6	61.2	100.0	1,359
Private	9.7	9.5	54.0	26.8	100.0	19,220
Total	9.0	10.2	49.9	30.8	100.0	21,782

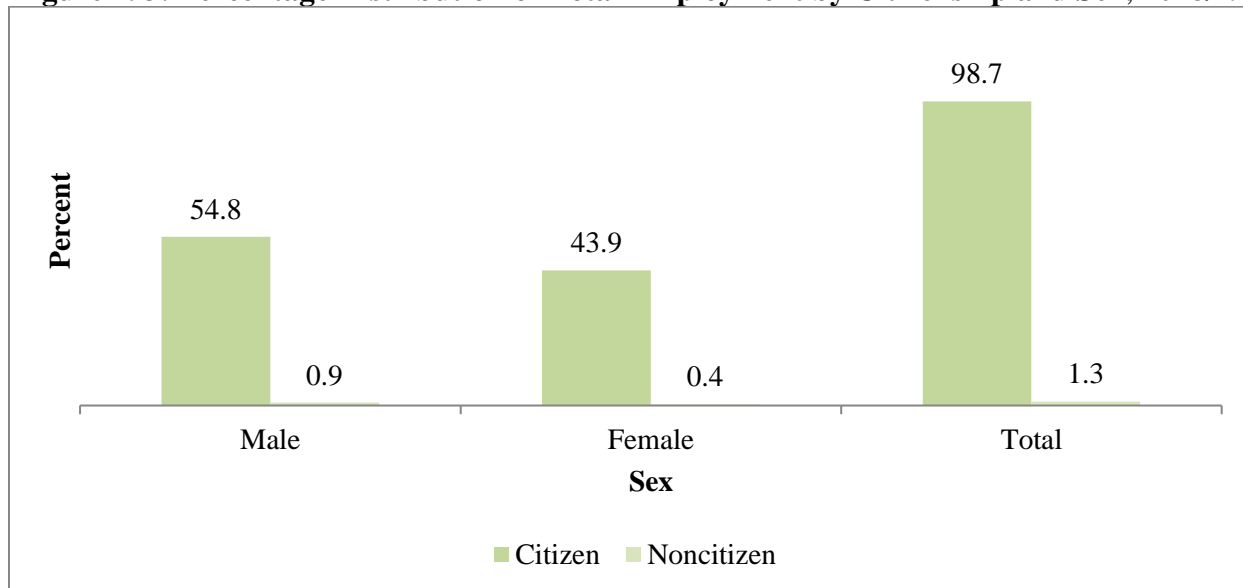
Table 2.8 shows that male temporary employees have higher number in all types of professionals and unskilled in private sectors, this also apply to female employees even though number of female employees was small compared to male employees.

Table 2. 8: Distribution of Temporary Employees by Profession, Sector and Sex; 2018/19

	Leader			Professional			Skilled			Unskilled			Total		
Sector	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	32	19	51	60	25	85	185	147	332	418	317	735	695	508	1,203
Government Parastatal	28	13	41	197	118	315	118	53	171	542	290	832	885	474	1,359
Private	1337	529	1866	1,190	642	1,832	6,710	3,665	10,375	3,449	1,698	5,147	12,686	6,534	19,220
Total	1397	561	1,958	1,447	785	2,232	7,013	3,865	10,878	4,409	2,305	6,714	14,266	7,516	21,782

Figure 2.3 reveals that, almost 98.7 percent of employees were citizen of which 54.8 percent were male employees and 43.9 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; 2018/19



Most of the citizen employees (Table 2.7) were in the Government sector (52.1 percent) while the majority of non-citizen employees (93.5 percent) worked in the private sector. The number of male and female non-citizen employees was higher in the Private sector which accounted for 93.9 and 92.6 percent respectively. Both male and female citizen employees were highly employed in Government sector (42.3 and 64.3 percent respectively).

Table 2. 9: Percentage Distribution of Total Employment by Sector, Citizenship and Sex; 2018/19

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	42.3	64.3	52.1	4.1	3.5	3.9	41.6	63.8	51.5
Government Parastatal	12.7	7.5	10.4	2.0	3.9	2.6	12.6	7.5	10.3
Private	45.0	28.1	37.5	93.9	92.6	93.5	45.8	28.7	38.2
Total	100	100	100	100	100	100	100	100	100
Total Number	34,402	27,585	61,987	586	231	817	34,988	27,816	62,804

Table 2.8 shows that out of total employment, 268 employees were disable. Most of employees with disability (161 employees) were male than female (107 employees).

The government sector has more number of disabled employees (183 employees) compared with the remaining sectors.

Table 2. 10: Number of Employees with Disability by Sector, Type of Contract and Sex; 2018/19

Sector	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	96	84	180	2	1	3	98	85	183
Government Parastatal	19	6	25	7	6	13	26	12	38
Private	21	6	27	16	4	20	37	10	47
Total	136	96	232	25	11	36	161	107	268

2.2 Employment by Industry

Table 2.9 shows that, in 2018/19 there was high variation within industries whereby out of the total employment, education depict the highest number of 16,820 employees followed by accommodation and food services activities with 12,387 employees and public administration and defense, compulsory social security with 11,775 employees.

The industries with the least number of employees were real estate activities (107 employees) and Mining and quarrying (286 employees).

Education had a higher number of female employees (10,509 employees) compared with other industries in 2018/19. Generally, the number of male employees within the industries was higher compare with female employees in both 2017/18 and 2018/19.

Table 2. 11: Number of Total Employees by Industry and Sex; 2017/18 and 2018/19

Industry	2017/2018			2018/2019		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,337	848	2,185	1,298	937	2,235
Mining and Quarrying	165	79	244	193	93	286
Manufacturing	1,080	334	1,414	1,011	298	1,309
Electricity, gas, steam and air conditioning supply	630	126	756	624	127	751
Water supply; sewerage, waste management and remediation activities	1,225	702	1,927	1,314	769	2,083
Construction	1,318	198	1,516	1,132	181	1,313
Wholesale and retail trade; repair of motor vehicles and motorcycles	987	390	1,377	934	414	1,348
Transportation and storage	1,584	759	2,343	1,913	804	2,717
Accommodation and food services activities	6,682	3,519	10,201	8,355	4,032	12,387
Information and communication	689	533	1,222	662	489	1,151
Financial and incurrence activities	503	313	816	532	300	832
Real estate activities	45	28	73	68	39	107
Professional, Scientific and technical activities	444	240	684	437	244	681
Administrative and support service activities	427	106	533	426	107	533
Public administration and defense; compulsory social security	7,269	4,173	11,442	7,212	4,563	11,775
Education	6,074	10,382	16,456	6,311	10,509	16,820
Human health and social work activity	2,048	3,236	5,284	2,178	3,606	5,784
Art, entertainment and recreation	160	130	290	221	153	374
Other service activities	153	163	316	167	151	318
Total	32,820	26,259	59,079	34,988	27,816	62,804

Table 2.10 shows that adult employees constitute a higher proportion of employees (34,813 employees) compared with youth employees (27,991 employees). The results also indicate that education had the highest proportion of adult employees (11,478 employees) while accommodation and food services activities had the highest proportion of youth employees (9,265 employees).

Furthermore, the results reveal gender disparities in most of the industries whereby most of adult male employees (4,364 employees) work in the public administration and defense; compulsory social security and adult female employees mostly were employed in education (7,249 employees). In addition, accommodation and food services activities had the highest proportion of youth male employees (6,044 employees) while youth female employees were mostly employed in Education industry (3,260 employees).

Table 2. 12: Number of Total Employees by Industry, Age Group and Sex; 2018/19

Industry	Youth (Age 15-35)			Adult (Age 36+)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	300	335	635	998	602	1,600	1,298	937	2,235
Mining and Quarrying	73	30	103	120	63	183	193	93	286
Manufacturing	583	185	768	428	113	541	1,011	298	1,309
Electricity, gas, steam and air conditioning supply	230	52	282	394	75	469	624	127	751
Water supply; sewerage, waste management and remediation activities	302	242	544	1,012	527	1,539	1,314	769	2,083
Construction	311	57	368	821	124	945	1,132	181	1,313
Wholesale and retail trade; repair of motor vehicles and motorcycles	243	123	366	691	291	982	934	414	1,348
Transportation and storage	661	310	971	1,252	494	1,746	1,913	804	2,717
Accommodation and food services activities	6,044	3,221	9,265	2,311	811	3,122	8,355	4,032	12,387
Information and communication	448	295	743	214	194	408	662	489	1,151
Financial and insurance activities	283	181	464	249	119	368	532	300	832
Real estate activities	16	11	27	52	28	80	68	39	107
Professional, Scientific and technical activities	90	72	162	347	172	519	437	244	681
Administrative and support service activities	209	78	287	217	29	246	426	107	533
Public administration and defense; compulsory social security	2,848	1,748	4,596	4,364	2,815	7,179	7,212	4,563	11,775
Education	2,082	3,260	5,342	4,229	7,249	11,478	6,311	10,509	16,820
Human health and social work activity	959	1,831	2,790	1,219	1,775	2,994	2,178	3,606	5,784
Art, entertainment and recreation	95	45	140	126	108	234	221	153	374
Other service activities	73	65	138	94	86	180	167	151	318
Total	15,850	12,141	27,991	19,138	15,675	34,813	34,988	27,816	62,804

Table 2.11 reveals that out of 32,315 Government employees, 40.5 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 (36.9 percent) in Government sector work in “public administration and defense; compulsory social security” while most of female employees work in education (48.8 percent).

In the Parastatal sector, transportation and storage was a leading industry with 30.6 percent of employees followed by electricity, gas, steam and air conditioning supply accounting for 11.6 percent. Both males and females have a high proportion of employees working in transportation and storage (29.5 and 32.8 percent respectively).

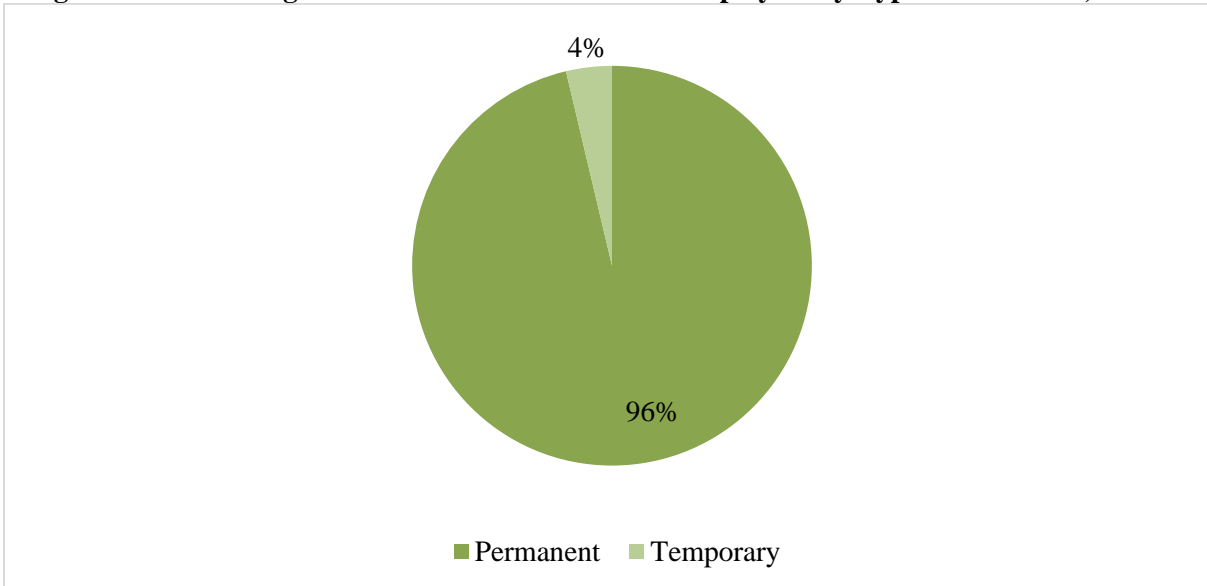
In the Private sector, accommodation and food services activities had the highest proportion of employees with 51.6 percent.

Table 2. 13: Percentage Distribution of Total Employment by Industry, Sector and Sex; 2018/19

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	8.1	4.6	6.2	-	-	-	0.7	1.6	1.0	3.7	3.4	3.6
Mining and Quarrying	-	-	-	-	-	-	1.2	1.2	1.2	0.6	0.3	0.5
Manufacturing	-	-	-	2.6	5.0	3.4	5.6	2.4	4.5	2.9	1.1	2.1
Electricity, gas, steam and air conditioning supply	-	-	-	14.2	6.1	11.6	-	-	-	1.8	0.5	1.2
Water supply; sewerage, waste management and remediation activities	4.6	3.5	4.0	13.7	4.3	10.7	0.2	0.6	0.4	3.8	2.8	3.3
Construction	4.3	0.6	2.3	-	-	-	3.2	1.0	2.4	3.2	0.7	2.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	0.7	0.1	0.4	2.6	3.5	2.9	4.4	4.0	4.3	2.7	1.5	2.1
Transportation and storage	-	-	-	29.5	32.8	30.6	3.8	1.5	3.1	5.5	2.9	4.3
Accommodation and food services activities	-	-	-	-	-	-	52.1	50.5	51.6	23.9	14.5	19.7
Information and communication	-	-	-	4.2	9.8	6.0	3.0	3.6	3.2	1.9	1.8	1.8
Financial and insurance activities	-	-	-	9.6	11.8	10.3	0.7	0.7	0.7	1.5	1.1	1.3
Real estate activities	-	-	-	1.5	1.7	1.5	0.0	0.0	0.0	0.2	0.1	0.2
Professional, Scientific and technical activities	2.5	1.2	1.8	1.0	0.9	0.9	0.2	0.2	0.2	1.2	0.9	1.1
Administrative and support service activities	-	-	-	-	-	-	2.7	1.3	2.2	1.2	0.4	0.8
Public administration and defense; compulsory social security	36.9	23.6	29.6	11.3	11.3	11.3	8.3	1.8	6.2	20.6	16.4	18.7
Education	30.4	48.8	40.5	9.4	11.3	10.0	9.2	20.2	12.8	18.0	37.8	26.8
Human health and social work activity	11.7	17.0	14.6	-	-	-	3.0	7.3	4.4	6.2	13.0	9.2
Art, entertainment and recreation	0.7	0.6	0.6	0.5	1.5	0.8	0.6	0.3	0.5	0.6	0.6	0.6
Other service activities	0.0	0.0	0.0	-	-	-	1.0	1.9	1.3	0.5	0.5	0.5
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	14,562	17,753	32,315	4,395	2,085	6,480	16,031	7,978	24,009	34,988	27,816	62,804

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.

Figure 2.4: Percentage Distribution of Government Employees by Types of Contract; 2018/19



Among Government employees who were working in the agriculture, forest and fishing, were all permanent employees of whom males had a higher proportion of 59.4 percent and females account for 40.6 percent. Most of temporarily employees were employed in water supply; sewerage, waste management and remediation activities which accounted for 21.1 percent whereby the proportion of male (11.6 percent) were higher than female (9.5 percent) Table 2.12.

Table 2. 14: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2018/19 - Government

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	59.4	40.6	100.0	-	-	-	59.4	40.6	100.0
Water supply; sewerage, waste management and remediation activities	40.3	38.7	78.9	11.6	9.5	21.1	51.8	48.2	100.0
Construction	85.3	14.4	99.7	0.3	-	0.3	85.6	14.4	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	85.0	15.0	100.0	-	-	-	85.0	15.0	100.0
Professional, Scientific and technical activities	62.7	36.7	99.3	0.5	0.2	0.7	63.2	36.8	100.0
Public administration and defense; compulsory social security	50.8	40.3	91.0	5.4	3.5	9.0	56.2	43.8	100.0
Education	33.5	66.1	99.6	0.3	0.1	0.4	33.8	66.2	100.0
Human health and social work activity	35.9	63.9	99.8	0.1	0.1	0.2	36.0	64.0	100.0
Art, entertainment and recreation	48.5	51.5	100.0	-	-	-	48.5	51.5	100.0
Other service activities	25.0	75.0	100.0	-	-	-	25.0	75.0	100.0
Total	42.8	53.5	96.3	2.2	1.5	3.7	45.1	54.9	100.0
Total Number	13,836	17,276	31,112	726	477	1,203	14,562	17,753	32,315

Table 2.13 states that, 79.0 percent of the employees employed in Government Parastatal were permanent employees and 21.0 percent were employed on a temporary basis.

Real estate activities had the highest percentage of permanent employees (95.0 percent) compared with temporary employees at 5.0 percent. Financial and insurance activities had 49.5 percent of permanent employees of which 31.5 percent were male and 18.0 percent female.

Table 2. 15: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2018/19 –Government Parastatal

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	48	44.3	92.3	4.5	3.2	7.7	52.5	47.5	100
Electricity, gas, steam and air conditioning supply	83.1	16.9	100	-	-	-	83.1	16.9	100
Water supply; sewerage, waste management and remediation activities	71.7	12.4	84.1	15.3	0.6	15.9	87	13	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	58.1	18.8	76.9	2.7	20.4	23.1	60.8	39.2	100
Transportation and storage	41.5	21.7	63.2	24	12.8	36.8	65.5	34.5	100
Information and communication	44.5	49.9	94.3	2.8	2.8	5.7	47.3	52.7	100
Financial and insurance activities	31.5	18	49.5	31.5	18.9	50.5	63.1	36.9	100
Real estate activities	59	36	95	5	-	5	64	36	100
Professional, Scientific and technical activities	55.7	26.2	82	14.8	3.3	18	70.5	29.5	100
Public administration and defense; compulsory social security	64.8	29.8	94.5	3.1	2.3	5.5	67.9	32.1	100
Education	59	33.9	92.9	4.6	2.5	7.1	63.6	36.4	100
Art, entertainment and recreation	42.6	57.4	100	-	-	-	42.6	57.4	100
Total	54.2	24.9	79	13.7	7.3	21	67.8	32.2	100
Total Number	3,510	1,611	5,121	885	474	1,359	4,395	2,085	6,480

Table 2.14 shows that only 10.5 percent (2,517 employees) of the total employees in the private sector were permanently employed, 80.1 percent were employed on temporary basis and 9.5 percent were casually employed.

Accommodation and food services activities employed 90.0 percent of employees on temporary basis while casual workers account for almost six percent (5.5 percent). In education, most of the employees were temporary employed (84.3 percent), followed by permanent employees (12.4 percent) and casual employees were 3.3 percent.

Table 2. 16: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2018/19 –Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	-	-	-	47.8	52.2	100.0	-	-	-	47.8	52.2	100
Mining and Quarrying	2.1	1.4	3.5	3.1	5.6	8.7	62.2	25.5	87.8	67.5	32.5	100
Manufacturing	13.7	2.5	16.2	44.5	12.8	57.3	24.1	2.5	26.6	82.3	17.7	100
Water supply; sewerage, waste management and remediation activities	-	-	-	41.2	58.8	100.0	-	-	-	41.2	58.8	100
Construction	15.4	4.6	20.0	66.4	7.5	74.0	5.1	0.9	6.0	87.0	13.0	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	4.0	1.5	5.5	58.2	26.9	85.0	6.8	2.7	9.5	68.9	31.1	100
Transportation and storage	5.9	2.3	8.2	77.8	13.6	91.4	-	0.4	0.4	83.7	16.3	100
Accommodation and food services activities	3.2	1.3	4.5	60.0	30.1	90.0	4.3	1.2	5.5	67.4	32.6	100
Information and communication	4.2	2.4	6.6	22.8	7.7	30.6	35.7	27.2	62.9	62.7	37.3	100
Financial and insurance activities	60.8	28.9	89.8	6.6	3.6	10.2	-	-	-	67.5	32.5	100
Real estate activities	-	-	-	57.1	42.9	100.0	-	-	-	57.1	42.9	100
Professional, Scientific and technical activities	-	-	-	69.2	30.8	100.0	-	-	-	69.2	30.8	100
Administrative and support service activities	36.4	5.1	41.5	43.0	14.8	57.8	0.6	0.2	0.8	79.9	20.1	100
Public administration and defense; compulsory social security	26.2	2.9	29.1	64.3	6.6	70.9	-	-	-	90.5	9.5	100
Education	6.3	6.1	12.4	39.9	44.4	84.3	1.5	1.8	3.3	47.7	52.3	100
Human health and social work activity	5.9	7.3	13.2	26.8	35.8	62.6	12.3	11.9	24.2	45.1	54.9	100
Art, entertainment and recreation	30.3	7.4	37.7	52.5	7.4	59.8	0.8	1.6	2.5	83.6	16.4	100
Other service activities	20.7	17.2	37.9	25.2	13.4	38.5	7.0	16.6	23.6	52.9	47.1	100
Total	7.5	3.0	10.5	52.8	27.2	80.1	6.4	3.0	9.5	66.8	33.2	100
Total Number	1,798	719	2,517	12,686	6,534	19,220	1,547	725	2,272	16,031	7,978	24,009

Most of citizen employees were employ in education (16,690 employees) followed by 11,877 employees in Accommodation and food services activities. The results reveals gender disparities in most of the industries, whereby male dominates. Most of male citizen employees (7,995 employees) work in the accommodation and food services and female citizen employees mostly were employ in education (10,458 employees).

Non-citizen employees were employ mainly engaged in two industries. Out of 817 non-citizen employees, 510 employees were employ in accommodation and food services while 130 employees were employ in education, Table 2.15.

Table 2. 17: Number of Total Employment by Industry, Citizenship and Sex; 2018/19

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,298	937	2,235	0	0	0	1,298	937	2,235
Mining and Quarrying	192	93	285	1	0	1	193	93	286
Manufacturing	955	297	1,252	56	1	57	1,011	298	1,309
Electricity, gas, steam and air conditioning supply	624	127	751	0	0	0	624	127	751
Water supply; sewerage, waste management and remediation activities	1,314	769	2,083	0	0	0	1,314	769	2,083
Construction	1,111	179	1,290	21	2	23	1,132	181	1,313
Wholesale and retail trade; repair of motor vehicles and motorcycles	918	414	1,332	16	0	16	934	414	1,348
Transportation and storage	1,895	802	2,697	18	2	20	1,913	804	2,717
Accommodation and food services activities	7,995	3,882	11,877	360	150	510	8,355	4,032	12,387
Information and communication	660	489	1,149	2	0	2	662	489	1,151
Financial and insurance activities	532	300	832	0	0	0	532	300	832
Real estate activities	68	39	107	0	0	0	68	39	107
Professional, Scientific and technical activities	437	244	681	0	0	0	437	244	681
Administrative and support service activities	416	100	516	10	7	17	426	107	533
Public administration and defense; compulsory social security	7,207	4,559	11,766	5	4	9	7,212	4,563	11,775
Education	6,232	10,458	16,690	79	51	130	6,311	10,509	16,820
Human health and social work activity	2,169	3,596	5,765	9	10	19	2,178	3,606	5,784
Art, entertainment and recreation	212	150	362	9	3	12	221	153	374
Other service activities	167	150	317	0	1	1	167	151	318
Total	34,402	27,585	61,987	586	231	817	34,988	27,816	62,804

CHAPTER THREE: WAGE RATE

3.0 Introduction

This chapter presents information on the average monthly gross earnings of formal regular citizen employees by salary range for regular citizen. The information of wage rate is useful for determining the welfare of employees and formulation of employment policy. Also may be used to review the remuneration for employees.

3.1 Wage of Regular Citizens

The majority of employees (37.9 percent) earned between TZS 300,000 and TZS 399,999 per month and one percent of employees earned between TZS 200,000 and TZS 299,999 and 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 (21.2 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 of 600,000 and above.

Table 3. 1: Percentage Distribution of Regular Citizen Employees by Wage Group and Sex; 2018/19

Wage Group (TZS)	Male	Female	Total
Under 200,000	1.2	1.1	1.1
200,000-299,999	1.1	0.9	1.0
300,000-399,999	39.0	36.8	37.9
400,000-499,999	19.6	31.3	25.5
500,000-599,999	13.9	12.6	13.2
600,000 +	25.2	17.4	21.2
Total	100	100	100
Total Number	19,114	19,596	38,710

3.2 Wage of Regular Citizen Employees by Sector

Table 3.2 The majority of employees in private sector (43.3 percent) earned between TZS 300,000 and TZS 399,999 while for the Government Parastatals sector earned TZS 600,000 and above (41.9 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 (43.3 and 40.2 percent) respectively.

Table 3. 2: Percentage Distribution of Regular Citizen Employees by Wage Group, Sector and Sex; 2018/19

Wage Group (TZS)	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	-	-	-	-	-	-	3.5	10.3	5.5	1.2	1.1	1.1
200,000 -299,999	-	-	-	-	-	-	9.7	15.4	11.3	1.1	0.9	1.0
300,000 -399,999	42.5	38.4	40.2	20.9	21.8	21.2	47.7	32.3	43.3	39.0	36.8	37.9
400,000 -499,999	21.2	33.5	28.0	18.3	18.1	18.2	9.4	7.1	8.7	19.6	31.3	25.5
500,000 -599,999	13.7	12.4	13.0	19.0	18.1	18.7	6.3	9.0	7.1	13.9	12.6	13.2
600,000 +	22.6	15.7	18.8	41.8	42.0	41.9	23.3	26.0	24.1	25.2	17.4	21.2
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	13,836	17,276	31,112	3,510	1,611	5,121	1,768	709	2,477	19,114	19,596	38,710

3.3 Wages of Regular Citizen Employees by Industry

Table 3.3 reveals that Education has the highest proportion of employees (52.5 percent) earning between TZS 400,000 and 499,999 followed by Public administration and defense; compulsory social security with 16.6 percent of employees.

There are some industries that paid below TZS 200,000 per month, among other industries Education accounts for 52.6 percent of employees who were paid less than TZS 200,000. On the other hand, Education has the highest proportion (35.7 percent) of regular citizen employees earning TZS 600,000 and above per month. (all employees paid below TZS 200,000 were engaged in private sector see table 3.2)

Table 3. 3: Percentage Distribution of Regular Citizen Employees by Industry and Wage Group (TZS); 2018/19

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	-	-	10.5	2.4	1.7	1.3	5.1
Mining and Quarrying	-	-	-	-	-	0.1	0.0
Manufacturing	9.6	5.3	1.4	0.6	0.7	0.6	1.0
Electricity, gas, steam and air conditioning supply	-	-	-	0.8	6.9	3.7	1.9
Water supply; sewerage, waste management and remediation activities	-	-	7.6	2.4	3.3	1.0	4.2
Construction	-	1.8	4.2	0.9	0.5	1.2	2.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	0.7	5.3	0.9	0.5	1.5	0.6	0.8
Transportation and storage	2.2	0.7	1.6	4.8	4.7	4.2	3.4
Accommodation and food services activities	3.7	24.9	1.4	0.9	1.7	1.0	1.4
Information and communication	-	2.8	1.3	0.7	0.6	1.4	1.1
Financial and insurance activities	-	-	-	0.1	0.5	5.2	1.2
Real estate activities	-	-	0.3	0.2	0.2	0.1	0.2
Professional, Scientific and technical activities	-	-	2.2	0.9	0.8	2.0	1.6
Administrative and support service activities	5.2	15.3	0.8	0.2	0.2	0.1	0.6
Public administration and defense; compulsory social security	-	-	29.4	16.6	24.0	30.9	25.4
Education	52.6	30.2	23.4	52.5	42.3	35.7	36.2
Human health and social work activity	7.4	0.7	13.6	14.7	9.6	10.4	12.5
Art, entertainment and recreation	-	3.9	1.3	0.5	0.4	0.3	0.7
Other service activities	18.5	8.9	0.1	0.2	0.4	0.2	0.3
Total	100	100	100	100	100	100	100
Total Number	135	281	14,674	9,873	5,168	8,579	38,710

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 on 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 405,766 TZS million in 2018/19 from TZS 364,997 million in 2017/18. The amount used to pay female employees were less (TZS 153,465 million in 2017/18 and 172,247 TZS million in 2018/19) of the total salary compared with their male counterparts (TZS 211,532 million in 2017/18 and 233,519 TZS million in 2018/19). Government spent more money in paying salaries than other sectors for all years.

Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2017/18 and 2018/19 (TZS Million)

Sector	2017/2018			2018/2019		
	Male	Female	Total	Male	Female	Total
Government	95,248	101,619	196,867	97,379	113,587	210,966
Government Parastatal	33,999	17,293	51,292	41,362	18,231	59,593
Private	82,285	34,552	116,838	94,778	40,429	135,207
Total	211,532	153,465	364,997	233,519	172,247	405,766

Figure 4.1 reveals that the middle most amount salary of employees was TZS 412,925 per month. The middle salary of female employees was to lower (TZS 342,500) compared with male employees salary (TZS 435,646) per month.

Figure 4. 1: Median Salary of Employees per Month by Sex; 2018/19

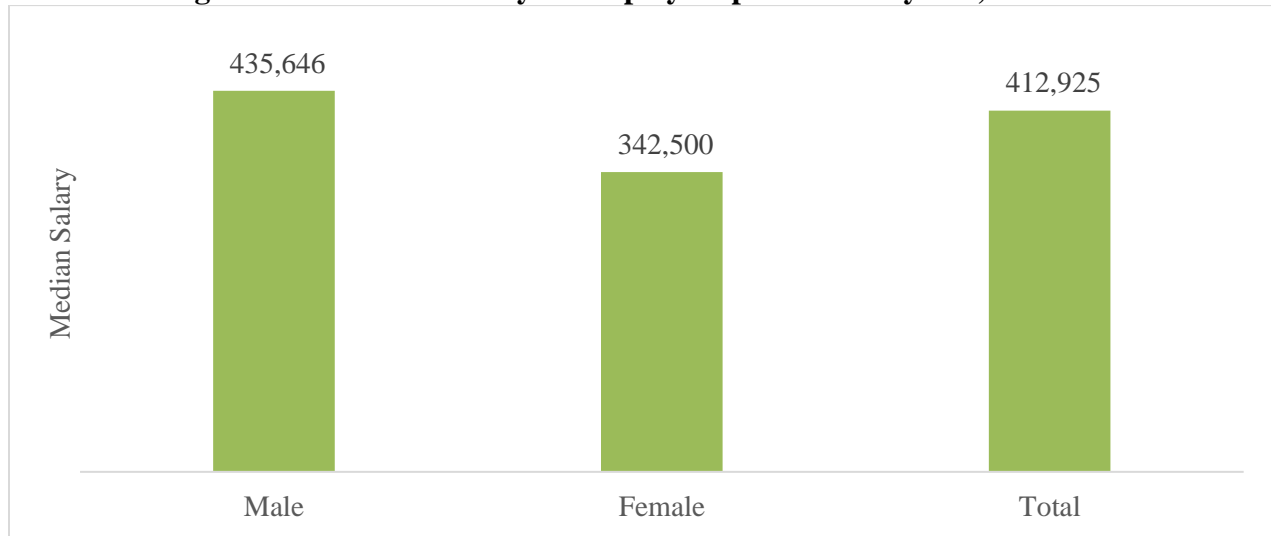


Table 4.2 reveals that, the average monthly salary of regular citizen employees was TZS 530,651. The results further show that employees in Government Parastatal had the highest monthly average salary of TZS 701,524. However, employees in the Government sector had the lowest monthly average salary which account for TZS 501,810. Female employees were paid less compared with male employees in Government and Government parastatal.

Table 4. 2: Monthly Average Salary of Regular Citizen Employees by Sector and Sex; 2018/19 (TZS)

Sector	Male	Female	Total
Government	510,613	495,784	501,810
Government Parastatal	707,003	691,722	701,524
Private	525,620	680,089	565,308
Total	542,156	520,421	530,651

4.2 Cash Earnings by Industry

Table 4.3 indicates that, employees in Mining and Quarrying had the highest monthly average salary (TZS 5,122,654) followed by Financial and insurance activities (TZS 1,387,232). The third industry with the highest monthly average salary of regular employees was Transportation and storage (TZS 758,278). On the other hand, Administrative and support service activities had the lowest monthly average salary of TZS 330,650 per employee.

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

Table 4. 3: Monthly Average Salary of Regular Citizen Employees by Industry and Sex; 2018/19 (TZS)

Industry	Male	Female	Total
Agriculture, forestry and fishing	476,992	491,477	484,589
Mining and Quarrying	1,530,940	7,816,439	5,122,654
Manufacturing	340,810	333,438	338,943
Electricity, gas, steam and air conditioning supply	570,383	314,056	523,117
Water supply; sewerage, waste management and remediation activities	487,398	472,194	480,124
Construction	543,034	490,813	525,887
Wholesale and retail trade; repair of motor vehicles and motorcycles	382,614	425,026	392,094
Transportation and storage	870,044	607,755	758,278
Accommodation and food services activities	597,288	874,550	695,145
Information and communication	645,929	554,425	601,914
Financial and insurance activities	1,389,884	1,382,732	1,387,232
Real estate activities	586,143	536,750	568,182
Professional, Scientific and technical activities	518,795	534,210	525,731
Administrative and support service activities	322,552	382,481	330,650
Public administration and defense; compulsory social security	490,255	537,227	510,231
Education	581,409	490,631	523,288
Human health and social work activity	495,233	490,368	491,924
Art, entertainment and recreation	350,488	376,342	362,924
Other service activities	423,852	511,756	457,815
Total	542,156	520,421	530,651

A total of 22,930.5 Million shillings were used to pay the monthly salary for regular citizen employees in all industries. Out of the total 11,922 Million shillings paid for male and 11,007 Million shillings paid for female. The Education and Administrative and support service activities Public administration and defence; compulsory social security industries had higher amount of money paid to their employees with 8,349.6 million shillings and 6,075.4 million shillings respectively (Table 4.4).

**Table 4. 4: Monthly Cash Earnings of Regular Citizen Employees by Industry and Sex; 2018/19
(TZS Million)**

Industry	Male	Female	Total
Agriculture, forestry and fishing	592.8	334.8	927.6
Mining and Quarrying	7.8	31.3	39.0
Manufacturing	123.4	48.4	171.8
Electricity, gas, steam and air conditioning supply	385.6	64.6	450.3
Water supply; sewerage, waste management and remediation activities	433.7	235.4	669.1
Construction	359.6	63.4	423.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	123.7	32.0	155.7
Transportation and storage	549.8	257.6	807.4
Accommodation and food services activities	240.3	119.2	359.5
Information and communication	170.2	123.3	293.5
Financial and insurance activities	644.6	268.5	913.2
Real estate activities	33.3	19.3	52.6
Professional, Scientific and technical activities	266.8	142.8	409.6
Administrative and support service activities	85.5	10.9	96.4
Public administration and defense; compulsory social security	3,720.4	2,355.0	6,075.4
Education	3,057.1	5,292.5	8,349.6
Human health and social work activity	1,028.6	1,531.0	2,559.6
Art, entertainment and recreation	61.2	56.6	117.8
Other service activities	37.5	22.0	59.5
Total	11,922.0	11,008.6	22,930.5

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. Thus is the amount of money that institution pays to its employees.

The analysis of wage bill by industry and sector provides an indication of relative costs incurred by employers in different industries and sectors.

5.1 Annual Wage bill

Table 5.1 reveals that, on average, employers as salaries of employees paid 75.4 percent of the total wage bill. The share of free rations to the wage bill was only 3.9 percent.

In the Government sector, 79.1 percent of its total wage bill used for paying salaries whereas Government Parastatal and private sectors used 66.7 and 74.2 percent respectively. Government Parastatal paid more amounts of other benefits (30.9 percent) compared with private and Government institutions.

Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2018/19

Sector	Salary	Free Ration	Other Benefit	Wage Bill
Government	79.1	0.4	20.5	100
Government Parastatal	66.7	2.4	30.9	100
Private	74.2	9.6	16.2	100
Total	75.4	3.9	20.8	100

Table 5.2 shows that, Water supply; sewerage, waste management and remediation activities industry spent 55.7 percent of their total wage bills for paying salaries, these means that employees are getting more benefits apart from their salaries. Accommodation and food service activities have the highest payment of free rations (14.9 percent).

Table 5. 2: Composition of Annual Wage Bill by Industry; 2018/19

Sector	Salary	Free Ration	Other Benefit	Wage Bill
Agriculture, forestry and fishing	90.0	0.2	9.8	100
Mining and Quarrying	83.6	0.5	15.9	100
Manufacturing	75.8	5.4	18.8	100
Electricity, gas, steam and air conditioning supply	61.2	-	38.8	100
Water supply; sewerage, waste management and remediation activities	55.7	0.8	43.5	100
Construction	82.4	2.5	15.1	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	64.1	5.3	30.6	100
Transportation and storage	77.5	3.5	19.1	100
Accommodation and food services activities	71.1	14.9	14.0	100
Information and communication	87.8	0.1	12.0	100
Financial and insurance activities	63.8	2.2	34.0	100
Real estate activities	81.5	-	18.5	100
Professional, Scientific and technical activities	71.2	1.3	27.4	100
Administrative and support service activities	82.6	3.8	13.6	100
Public administration and defense; compulsory social security	67.8	1.4	30.7	100
Education	85.8	0.4	13.8	100
Human health and social work activity	83.0	0.5	16.6	100
Art, entertainment and recreation	83.3	0.8	15.9	100
Other service activities	83.4	1.7	14.9	100
Total	75.4	3.9	20.8	100

Table 5.3 shows that permanent employees contribute 51.4 percent of the total wage bill and only 3.9 percent of the wage bill was from free ration. Mining and quarrying industry spent more of its wage bill on salary (49.4 percent) of casual employees compared with other industries.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2018/19

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
Agriculture, forestry and fishing	84.2	5.8	-	0.2	9.8	100
Mining and Quarrying	30.4	3.8	49.4	0.5	15.9	100
Manufacturing	25.1	40.7	10.1	5.4	18.8	100
Electricity, gas, steam and air conditioning supply	61.2	-	-	-	38.8	100
Water supply; sewerage, waste management and remediation activities	48.7	7.0	-	0.8	43.5	100
Construction	48.8	32.5	1.1	2.5	15.1	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	18.4	43.0	2.6	5.3	30.6	100
Transportation and storage	41.1	36.3	0	3.5	19.1	100
Accommodation and food services activities	4.6	64.6	1.9	14.9	14.0	100
Information and communication	49.6	20.1	18.1	0.1	12.0	100
Financial and insurance activities	45.9	17.8	-	2.2	34.0	100
Real estate activities	77.4	4.1	-	-	18.5	100
Professional, Scientific and technical activities	64.4	6.8	-	1.3	27.4	100
Administrative and support service activities	42.8	39.6	0.2	3.8	13.6	100
Public administration and defense; compulsory social security	61.4	6.4	-	1.4	30.7	100
Education	75.0	10.6	0.1	0.4	13.8	100
Human health and social work activity	71.6	9.8	1.6	0.5	16.6	100
Art, entertainment and recreation	68.3	14.5	0.5	0.8	15.9	100
Other service activities	35.5	43.3	4.6	1.7	14.9	100
Total	51.4	22.8	1.2	3.9	20.8	100

Table 5.4 shows that, 79.1 percent of the Government total wage bill used for paying salaries and only 0.4 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), Education (91.3 percent) and Agriculture, forestry and fishing (89.4 percent).

Table 5. 4: Composition of Annual Wage Bill by Industry; 2018/19 – Government

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	89.4	0.2	10.4	100
Water supply; sewerage, waste management and remediation activities	47.1	1.1	51.8	100
Construction	88.7	0.1	11.2	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	79.6	0.0	20.4	100
Professional, Scientific and technical activities	65.6	1.3	33.2	100
Public administration and defense; compulsory social security	68.0	0.9	31.1	100
Education	91.3	0.0	8.7	100
Human health and social work activity	82.6	0.0	17.4	100
Art, entertainment and recreation	81.8	0.5	17.7	100
Other service activities	98.2	0.0	1.8	100
Total	79.1	0.4	20.5	100

Table 5.5 shows that, 66.7 percent of the total wage bill of the Government Parastatal sector was used for paying salaries and only 2.4 percent of the wage bill was used for free rations. Professional, Scientific and technical activities used 83.7 percent of their annual wage bill to pay salaries while Wholesale and retail trade; repair of motor vehicles and motorcycles spent 45.2 percent of their wage bill for paying salaries.

Table 5. 5: Composition of Annual Wage Bill by Industry; 2018/19 – Government Parastatals

Industry	Salary	Free Ration	Other Benefit	Wage bill
Manufacturing	68.8	0.3	30.9	100
Electricity, gas, steam and air conditioning supply	61.2	0.0	38.8	100
Water supply; sewerage, waste management and remediation activities	74.4	0.2	25.4	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	45.2	7.6	47.2	100
Transportation and storage	76.1	4.0	19.9	100
Information and communication	79.0	0.1	20.9	100
Financial and insurance activities	61.2	2.2	36.6	100
Real estate activities	81.0	0.0	19.0	100
Professional, Scientific and technical activities	83.7	0.3	16.0	100
Public administration and defense; compulsory social security	66.0	5.0	29.0	100
Education	63.6	0.2	36.2	100
Art, entertainment and recreation	80.1	0.1	19.8	100
Total	66.7	2.4	30.9	100

The results of Table 5.6 show that, 74.2 percent of the total wage bill for the private sector was used for paying salaries and 9.6 percent of the wage bill was for free rations. Agriculture, forestry and fishing used 99.9 percent of their annual wage bill to pay salaries and gave only 0.1 percent other benefits to their staff apart from salary.

Table 5. 6: Composition of Annual Wage Bill by Industry; 2018/19 – Private

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	99.9	-	0.1	100
Mining and Quarrying	83.6	0.5	15.9	100
Manufacturing	77.6	6.7	15.7	100
Water supply; sewerage, waste management and remediation activities	88.7	-	11.3	100
Construction	77.5	4.3	18.1	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	69.9	4.9	25.2	100
Transportation and storage	80.0	2.5	17.5	100
Accommodation and food services activities	71.1	14.9	14.0	100
Information and communication	93.6	0.1	6.3	100
Financial and insurance activities	75.3	2.2	22.5	100
Real estate activities	97.6	-	2.4	100
Professional, Scientific and technical activities	77.6	7.9	14.5	100
Administrative and support service activities	82.6	3.8	13.6	100
Public administration and defense; compulsory social security	69.8	0.1	30.1	100
Education	74.9	2.4	22.7	100
Human health and social work activity	84.9	2.6	12.6	100
Art, entertainment and recreation	87.2	1.7	11.1	100
Other service activities	82.7	1.7	15.5	100
Total	74.2	9.6	16.2	100

CHAPTER SIX: NEW EMPLOYEES, RETIRED AND FIRED/QUIT EMPLOYEES

6.0 Introduction

This chapter shows the information of new employees employed in a financial year of 2018/19 in various sectors and industries. The analysis of results based on occupation, education level, subject of training and citizenship. Starting salaries per month for new employee. In addition, the chapter shows the number of retired, quit /fired employees.

6.1 New Employees

The results from Table 6.1 show that, the total number of new employees in 2018/19 was 3,332 employees of whom 1,648 were male and 1,684 were female employees.

The proportion of new male employees was higher (50.5 percent) than the proportion of female (49.5 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; 2018/19

Sector	Number of Employees			Sex distribution		
	Male	Female	Total	Male	Female	Total
Government	780	1,044	1,824	42.8	57.2	100
Government Parastatal	182	130	312	58.3	41.7	100
Private	686	510	1,196	57.4	42.6	100
Total	1,648	1,684	3,332	49.5	50.5	100

Table 6.2 shows that, the total number of new employees in 2018/9 increased to 3,332 employees from 3,190 employees in 2017/18. Proportion of new employees employed in Government sector for both survey years were almost the same; in 2018/19 account for 54.7 percent and 2017/18 account for 54.6 percent. New employees employed in Private sector in 2018/19 decreased to 35.9 percent from 39.9 percent in 2017/18.

Among the sectors, Government sector had more female new employees (62.7 percent and 62.0 percent) than the other sectors in both 2017/18 and 2018/19 respectively. In addition, new male employees with the same proportion of 47.3 percent were employed in Government in 2018/19 and private sector 2017/18.

Table 6. 2: Percentage Distribution of New Employees by Sector and Sex; 2017/18 and 2018/19

Sector	2017/2018			2018/2019		
	Male	Female	Total	Male	Female	Total
Government	46.8	62.7	54.6	47.3	62.0	54.7
Government Parastatal	5.9	5.2	5.5	11.0	7.7	9.4
Private	47.3	32.1	39.9	41.6	30.3	35.9
Total	100	100	100	100	100	100
Total Number	1,632	1,558	3,190	1,648	1,684	3,332

Table 6.3 shows that there was high variation within industries whereby out of the total new employees, Public administration and defence; compulsory social security depict the highest number of 1,216 new employees followed by education with 614 new employees, and accommodation and food services activities with 560 new employees.

The industry with the least number of new employees was Electricity, gas, steam and air conditioning supply (6 new employees).

Public administration and defence; compulsory social security employed higher number of female new employees (654 new employees) compared with other industries.

Table 6. 3: Number of New Employees by Industry and Sex; 2018/19

Industry	Male	Female	Total
Agriculture, forestry and fishing	26	33	59
Mining and Quarrying	0	0	0
Manufacturing	31	10	41
Electricity, gas, steam and air conditioning supply	4	2	6
Water supply; sewerage, waste management and remediation activities	23	27	50
Construction	51	31	82
Wholesale and retail trade; repair of motor vehicles and motorcycles	31	5	36
Transportation and storage	129	85	214
Accommodation and food services activities	301	259	560
Information and communication	11	4	15
Financial and insurance activities	22	15	37
Real estate activities	12	3	15
Professional, Scientific and technical activities	11	7	18
Administrative and support service activities	32	8	40
Public administration and defence; compulsory social security	562	654	1,216
Education	268	346	614
Human health and social work activity	119	183	302
Art, entertainment and recreation	8	8	16
Other service activities	7	4	11
Total	1,648	1,684	3,332

In 2018/19, about 30 percent of new employees were employed as Technicians and Associate professionals and only 1.1 percent of new employees were employed in Craft and Related Workers. Females were most likely to be employed as Technicians and Associate professionals (32.9 percent) and they were less likely to hold the positions of Plant and Machine Operators and Assemblers (0.4 percent). New male employees were mainly employed as Technicians and Associate professionals (27.0 percent), Table 6.4.

Table 6. 4: Distribution of New Employees by Occupation and Sex; 2018/19

Occupation	Number			Percent		
	Male	Female	Total	Male	Female	Total
Legislators, Administrators and Managers	34	17	51	2.1	1.0	1.5
Professionals	274	326	600	16.6	19.4	18.0
Technicians and Associate professionals	445	554	999	27.0	32.9	30.0
Clerks	112	151	263	6.8	9.0	7.9
Service Workers and Shop Sales Workers	260	213	473	15.8	12.6	14.2
Skilled Agricultural and Fishery Workers	29	78	107	1.8	4.6	3.2
Craft and Related Workers	28	9	37	1.7	0.5	1.1
Plant and Machine Operators and Assemblers	123	7	130	7.5	0.4	3.9
Elementary Occupations	264	270	534	16.0	16.0	16.0
Defense/ Security	79	59	138	4.8	3.5	4.1
Total	1,648	1,684	3,332	100	100	100

The findings from Table 6.5 reveal that more than one third (36.4 percent) of new employees had attained certificate level. The proportion of male new employees for both tertiary university (30.4 percent) and certificate level (30.2 percent) were almost the same. Most of female new employees attained certificate level (42.4 percent).

Table 6. 5: Distribution of New Employees by Education level and Sex; 2018/19

Education Level	Number			Percent		
	Male	Female	Total	Male	Female	Total
Tertiary university	501	435	936	30.4	25.8	28.1
Tertiary Non University	51	27	78	3.1	1.6	2.3
Certificate	498	714	1,212	30.2	42.4	36.4
Vocational Education	66	51	117	4.0	3.0	3.5
Secondary A level	38	26	64	2.3	1.5	1.9
Secondary O level	409	340	749	24.8	20.2	22.5
Primary Education	85	91	176	5.2	5.4	5.3
Total	1,648	1,684	3,332	100	100	100

Table 6.6 reveals that, 98.5 percent of new employees were citizen of Tanzania; and the proportion of both male and female new employees were almost equal (98.8 percent and 98.2 percent respectively). Zanzibar employed very few non-citizen (1.5 percent).

Table 6. 6: Distribution of New Employees by Citizenship and Sex; 2018/19

Citizenship	Number			Percent		
	Male	Female	Total	Male	Female	Total
Tanzania	1,628	1,653	3,281	98.8	98.2	98.5
Kenya	4	4	8	0.2	0.2	0.2
Uganda	2	11	13	0.1	0.7	0.4
Rwanda	0	0	0	0	0	0
Burundi	0	0	0	0	0	0
Others	14	16	30	0.9	1.0	0.9
Total	1,648	1,684	3,332	100	100	100

Note: Others exclude East Africa Countries (Kenya, Uganda, Rwanda and Burundi)

Table 6.7 depicts that, the proportion of new employees started work with salary between TZS 300,000 and 399,999 were higher (56.3 percent) than other salary range. Very few of new employees started working with salary between TZS 200,000 and 299,999 (2.1 percent). Only 9.5 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; 2018/19

Starting Salary	Number			Percent		
	Male	Female	Total	Male	Female	Total
Under 200,000	145	151	296	8.8	9.0	8.9
200,000 - 299,999	40	30	70	2.4	1.8	2.1
300,000 - 399,999	890	986	1,876	54.0	58.6	56.3
400,000 - 499,999	169	147	316	10.3	8.7	9.5
500,000 - 599,999	223	235	458	13.5	14.0	13.7
600,000 +	181	135	316	11.0	8.0	9.5
Total	1,648	1,684	3,332	100	100	100

Table 6.8 shows that, most of new employees have a field of Education (701 employees) of whom 284 were male and 417 were female employees, followed by Service Traders Programs (678 employees) and Commercial, Clerical, Business and Public Administration Programs (620 employees) compared with other programs.

Table 6. 8: Number of New Employees by Subject of Training and Sex; 2018/19

Subject of Training	Male	Female	Total
Not Stated	260	253	513
General training Program	2	2	4
Education Training	284	417	701
Fine and Applied Arts Program	-	2	2
Programs in Languages	2	50	52
Other Humanity Courses	1	-	1
Social and Behavior Science Programs	37	46	83
Commercial, Clerical, Business and Public Administration Programs	268	352	620
Programs in Law	28	26	54
Natural Science	14	4	18
Mathematics and Computer science Programs	43	27	70
Medicine and Health Related Programs	82	146	228
Construction Trades Programs	14	5	19
Other Crafts, Trades and Industrial Programs	20	5	25
Engineering and Applied Programs	33	13	46
Architectural and Town Planning Programs	-	1	1
Agriculture, Forestry and Fishing Programs	32	37	69
Home Economics and Domestic Science Programs	1	-	1
Transport and Communication Programs	100	4	104
Service Traders Programs	410	268	678
Programs in Mass Communication and Documentation	11	24	35
Other Programs	6	2	8
Total	1,648	1,684	3,332

6.2 Retired and Fired/Quit Employees

The result shows that, the total number of retired employees in 2018/19 was 994 persons of whom 781 persons were in the Government sector, 109 persons in Government Parastatals and 104 persons in the Private sector.

On the other hand, more male employees were retired compared to female employees in all sectors, Table 6.9.

Table 6. 9: Number of Retired Employees by Sector and Sex; 2018/19

Sector	Male	Female	Total
Government	486	295	781
Government Parastatal	84	25	109
Private	61	43	104
Total	631	363	994

Table 6.10 shows that, the total number of fired/quit employees in 2018/19 was 740 out of whom 469 were male and 271 were female. The proportions of male fired/quit employees were higher than female employees in all sectors.

Table 6. 10: Number of Fired/Quit Employees by Sector and Sex; 2018/19

Sector	Male	Female	Total
Government	31	23	54
Government Parastatal	10	2	12
Private	428	246	674
Total	469	271	740

APPENDIXES

Appendix 1: Tables

Table 2. 1. 2: Number of Total Employment by Sector and Sex; 2018/19

Sector	Male	Female	Total
Government	14,562	17,753	32,315
Government Parastatal	4,395	2,085	6,480
Private	16,031	7,978	24,009
Total	34,988	27,816	62,804

Table 2. 2.2: Number of Youth (Age 15-35) employees Sector by, Type of Contract and Sex, 2018/19

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	3,640	5,317	8,957	285	328	613	0	0	0	3,925	5,645	9,570
Government Parastatal	796	445	1,241	493	292	785	0	0	0	1,289	737	2,026
Private	1,001	346	1,347	8,716	4,869	13,585	919	544	1,463	10,636	5,759	16,395
Total	5,437	6,108	11,545	9,494	5,489	14,983	919	544	1,463	15,850	12,141	27,991

Table 2. 3.2: Number of Adult (Age 36+) employees Sector by, Type of Contract and Sex, 2018/19

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	10,196	11,959	22,155	441	149	590	0	0	0	10,637	12,108	22,745
Government Parastatal	2,714	1,166	3,880	392	182	574	0	0	0	3,106	1,348	4,454
Private	797	373	1,170	3,970	1,665	5,635	628	181	809	5,395	2,219	7,614
Total	13,707	13,498	27,205	4,803	1,996	6,799	628	181	809	19,138	15,675	34,813

Table 2. 4.2: Number of Employment by Sector, Types of Contract and Sex; 2018/19

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	13,836	17,276	31,112	726	477	1,203	-	-	-	14,562	17,753	32,315
Government Parastatal	3,510	1,611	5,121	885	474	1,359	-	-	-	4,395	2,085	6,480
Private	1,798	719	2,517	12,686	6,534	19,220	1,547	725	2,272	16,031	7,978	24,009
Total	19,144	19,606	38,750	14,297	7,485	21,782	1,547	725	2,272	34,988	27,816	62,804

Table 2.5.2: Number of Employees Profession by Sector, Citizenship and Sex; 2018/19

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	314	132	4,555	4,926	5,264	9,577	4,374	3,141	-	-	24	6	-	2	-	-
Government Parastatal	116	41	1,211	642	1,456	683	1,600	710	-	-	12	9	-	-	-	-
Private	1,306	531	1,158	683	7,735	3,995	3,735	1,830	210	80	282	104	58	30	-	-
Total	1,736	704	6,924	6,251	14,455	14,255	9,709	5,681	210	80	318	119	58	32	-	-

Table 2. 6.2: Number of Employment by Sector, Citizenship and Sex; 2018/19

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	14,538	17,745	32,283	24	8	32	14,562	17,753	32,315
Government Parastatal	4,383	2,076	6,459	12	9	21	4,395	2,085	6,480
Private	15,481	7,764	23,245	550	214	764	16,031	7,978	24,009
Total	34,402	27,585	61,987	586	231	817	34,988	27,816	62,804

Table 2. 7.2: Percentage Distribution of Employees by Industry and Sex; 2017/18 and 2018/19

Industry	2017/2018			2018/2019		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	4.1	3.2	3.7	3.7	3.4	3.6
Mining and Quarrying	0.5	0.3	0.4	0.6	0.3	0.5
Manufacturing	3.3	1.3	2.4	2.9	1.1	2.1
Electricity, gas, steam and air conditioning supply	1.9	0.5	1.3	1.8	0.5	1.2
Water supply; sewerage, waste management and remediation activities	3.7	2.7	3.3	3.8	2.8	3.3
Construction	4.0	0.8	2.6	3.2	0.7	2.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	3.0	1.5	2.3	2.7	1.5	2.1
Transportation and storage	4.8	2.9	4.0	5.5	2.9	4.3
Accommodation and food services activities	20.4	13.4	17.3	23.9	14.5	19.7
Information and communication	2.1	2.0	2.1	1.9	1.8	1.8
Financial and insurance activities	1.5	1.2	1.4	1.5	1.1	1.3
Real estate activities	0.1	0.1	0.1	0.2	0.1	0.2
Professional, Scientific and technical activities	1.4	0.9	1.2	1.2	0.9	1.1
Administrative and support service activities	1.3	0.4	0.9	1.2	0.4	0.8
Public administration and defense; compulsory social security	22.1	15.9	19.4	20.6	16.4	18.7
Education	18.5	39.5	27.9	18.0	37.8	26.8
Human health and social work activity	6.2	12.3	8.9	6.2	13.0	9.2
Art, entertainment and recreation	0.5	0.5	0.5	0.6	0.6	0.6
Other service activities	0.5	0.6	0.5	0.5	0.5	0.5
Total	100	100	100	100	100	100
Total Number	32,820	26,259	59,079	34,988	27,816	62,804

Table 2. 8.2: Number of Total Employees by Industry, Age Group and Sex, 2018/19

Industry	Youth (Age 15-35)			Adult (Age 36+)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	300	335	635	998	602	1,600	1,298	937	2,235
Mining and Quarrying	73	30	103	120	63	183	193	93	286
Manufacturing	583	185	768	428	113	541	1,011	298	1,309
Electricity, gas, steam and air conditioning supply	230	52	282	394	75	469	624	127	751
Water supply; sewerage, waste management and remediation activities	302	242	544	1,012	527	1,539	1,314	769	2,083
Construction	311	57	368	821	124	945	1,132	181	1,313
Wholesale and retail trade; repair of motor vehicles and motorcycles	243	123	366	691	291	982	934	414	1,348
Transportation and storage	661	310	971	1,252	494	1,746	1,913	804	2,717
Accommodation and food services activities	6,044	3,221	9,265	2,311	811	3,122	8,355	4,032	12,387
Information and communication	448	295	743	214	194	408	662	489	1,151
Financial and insurance activities	283	181	464	249	119	368	532	300	832
Real estate activities	16	11	27	52	28	80	68	39	107
Professional, Scientific and technical activities	90	72	162	347	172	519	437	244	681
Administrative and support service activities	209	78	287	217	29	246	426	107	533
Public administration and defense; compulsory social security	2,848	1,748	4,596	4,364	2,815	7,179	7,212	4,563	11,775
Education	2,082	3,260	5,342	4,229	7,249	11,478	6,311	10,509	16,820
Human health and social work activity	959	1,831	2,790	1,219	1,775	2,994	2,178	3,606	5,784
Art, entertainment and recreation	95	45	140	126	108	234	221	153	374
Other service activities	73	65	138	94	86	180	167	151	318
Total	15,850	12,141	27,991	19,138	15,675	34,813	34,988	27,816	62,804

Table 2. 9.2: Number of Total Employment by Industry, Sector and Sex; 2018/19

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,180	808	1,988	-	-	-	118	129	247	1,298	937	2,235
Mining and Quarrying	-	-	-	-	-	-	193	93	286	193	93	286
Manufacturing	-	-	-	116	105	221	895	193	1,088	1,011	298	1,309
Electricity, gas, steam and air conditioning supply	-	-	-	624	127	751	-	-	-	624	127	751
Water supply; sewerage, waste management and remediation activities	677	629	1,306	602	90	692	35	50	85	1,314	769	2,083
Construction	624	105	729	-	-	-	508	76	584	1,132	181	1,313
Wholesale and retail trade; repair of motor vehicles and motorcycles	108	19	127	113	73	186	713	322	1,035	934	414	1,348
Transportation and storage	-	-	-	1,298	684	1,982	615	120	735	1,913	804	2,717
Accommodation and food services activities	-	-	-	-	-	-	8,355	4,032	12,387	8,355	4,032	12,387
Information and communication	-	-	-	184	205	389	478	284	762	662	489	1,151
Financial and insurance activities	-	-	-	420	246	666	112	54	166	532	300	832
Real estate activities	-	-	-	64	36	100	4	3	7	68	39	107
Professional, Scientific and technical activities	367	214	581	43	18	61	27	12	39	437	244	681
Administrative and support service activities							426	107	533	426	107	533
Public administration and defense; compulsory social security	5,377	4,187	9,564	497	235	732	1,338	141	1,479	7,212	4,563	11,775
Education	4,432	8,663	13,095	411	235	646	1,468	1,611	3,079	6,311	10,509	16,820
Human health and social work activity	1,700	3,023	4,723	-	-	-	478	583	1,061	2,178	3,606	5,784
Art, entertainment and recreation	96	102	198	23	31	54	102	20	122	221	153	374
Other service activities	1	3	4	-	-	-	166	148	314	167	151	318
Total	14,562	17,753	32,315	4,395	2,085	6,480	16,031	7,978	24,009	34,988	27,816	62,804

Table 2.10.2: Number of Employment by Industry, Types of Contract and Sex; 2018/19 - Government

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,180	808	1,988	-	-	-	1,180	808	1,988
Water supply; sewerage, waste management and remediation activities	526	505	1,031	151	124	275	677	629	1,306
Construction	622	105	727	2	-	2	624	105	729
Wholesale and retail trade; repair of motor vehicles and motorcycles	108	19	127	-	-	-	108	19	127
Professional, Scientific and technical activities	364	213	577	3	1	4	367	214	581
Public administration and defense; compulsory social security	4,856	3,852	8,708	521	335	856	5,377	4,187	9,564
Education	4,387	8,652	13,039	45	11	56	4,432	8,663	13,095
Human health and social work activity	1,696	3,017	4,713	4	6	10	1,700	3,023	4,723
Art, entertainment and recreation	96	102	198	-	-	-	96	102	198
Other service activities	1	3	4	-	-	-	1	3	4
Total	13,836	17,276	31,112	726	477	1,203	14,562	17,753	32,315

Table 2.11.2: Number of Employment by Industry, Types of Contract and Sex; 2018/19 –Government Parastatal

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	106	98	204	10	7	17	116	105	221
Electricity, gas, steam and air conditioning supply	624	127	751	-	-	-	624	127	751
Water supply; sewerage, waste management and remediation activities	496	86	582	106	4	110	602	90	692
Wholesale and retail trade; repair of motor vehicles and motorcycles	108	35	143	5	38	43	113	73	186
Transportation and storage	822	431	1,253	476	253	729	1,298	684	1,982
Information and communication	173	194	367	11	11	22	184	205	389
Financial and insurance activities	210	120	330	210	126	336	420	246	666
Real estate activities	59	36	95	5	-	5	64	36	100
Professional, Scientific and technical activities	34	16	50	9	2	11	43	18	61
Public administration and defense; compulsory social security	474	218	692	23	17	40	497	235	732
Education	381	219	600	30	16	46	411	235	646
Art, entertainment and recreation	23	31	54	-	-	-	23	31	54
Total	3,510	1,611	5,121	885	474	1,359	4,395	2,085	6,480

Table 2.12.2: Number of Employment by Industry, Types of Contract and Sex; 2018/19 –Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	-	-	-	118	129	247	-	-	-	118	129	247
Mining and Quarrying	6	4	10	9	16	25	178	73	251	193	93	286
Manufacturing	149	27	176	484	139	623	262	27	289	895	193	1,088
Water supply; sewerage, waste management and remediation activities	-	-	-	35	50	85	-	-	-	35	50	85
Construction	90	27	117	388	44	432	30	5	35	508	76	584
Wholesale and retail trade; repair of motor vehicles and motorcycles	41	16	57	602	278	880	70	28	98	713	322	1,035
Transportation and storage	43	17	60	572	100	672	-	3	3	615	120	735
Accommodation and food services activities	395	164	559	7,427	3,723	11,150	533	145	678	8,355	4,032	12,387
Information and communication	32	18	50	174	59	233	272	207	479	478	284	762
Financial and insurance activities	101	48	149	11	6	17	-	-	-	112	54	166
Real estate activities	-	-	-	4	3	7	-	-	-	4	3	7
Professional, Scientific and technical activities	-	-	-	27	12	39	-	-	-	27	12	39
Administrative and support service activities	194	27	221	229	79	308	3	1	4	426	107	533
Public administration and defense; compulsory social security	387	43	430	951	98	1,049	-	-	-	1,338	141	1,479
Education	195	188	383	1,228	1,367	2,595	45	56	101	1,468	1,611	3,079
Human health and social work activity	63	77	140	284	380	664	131	126	257	478	583	1,061
Art, entertainment and recreation	37	9	46	64	9	73	1	2	3	102	20	122
Other service activities	65	54	119	79	42	121	22	52	74	166	148	314
Total	1,798	719	2,517	12,686	6,534	19,220	1,547	725	2,272	16,031	7,978	24,009

Table 2.13.2: Number of Total Employment by Industry, Citizenship and Sex; 2018/19

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,298	937	2,235	0	0	0	1,298	937	2,235
Mining and Quarrying	192	93	285	1	0	1	193	93	286
Manufacturing	955	297	1,252	56	1	57	1,011	298	1,309
Electricity, gas, steam and air conditioning supply	624	127	751	0	0	0	624	127	751
Water supply; sewerage, waste management and remediation activities	1,314	769	2,083	0	0	0	1,314	769	2,083
Construction	1,111	179	1,290	21	2	23	1,132	181	1,313
Wholesale and retail trade; repair of motor vehicles and motorcycles	918	414	1,332	16	0	16	934	414	1,348
Transportation and storage	1,895	802	2,697	18	2	20	1,913	804	2,717
Accommodation and food services activities	7,995	3,882	11,877	360	150	510	8,355	4,032	12,387
Information and communication	660	489	1,149	2	0	2	662	489	1,151
Financial and insurance activities	532	300	832	0	0	0	532	300	832
Real estate activities	68	39	107	0	0	0	68	39	107
Professional, Scientific and technical activities	437	244	681	0	0	0	437	244	681
Administrative and support service activities	416	100	516	10	7	17	426	107	533
Public administration and defense; compulsory social security	7,207	4,559	11,766	5	4	9	7,212	4,563	11,775
Education	6,232	10,458	16,690	79	51	130	6,311	10,509	16,820
Human health and social work activity	2,169	3,596	5,765	9	10	19	2,178	3,606	5,784
Art, entertainment and recreation	212	150	362	9	3	12	221	153	374
Other service activities	167	150	317	0	1	1	167	151	318
Total	34,402	27,585	61,987	586	231	817	34,988	27,816	62,804

Table 3.1.3 Total Number of Regular Citizen Employees by Wage Group and Sex; 2018/19

Wage Group	Male	Female	Total
Under 200,000	234	208	442
200,000-299,999	217	171	388
300,000-399,999	7,455	7,216	14,671
400,000-499,999	3,747	6,126	9,873
500,000-599,999	2,651	2,464	5,115
600,000 +	4,810	3,411	8,221
Total	19,114	19,596	38,710

Table 3.2.3: Total Number of Regular Citizen Employees by Wage Group, Sector and Sex; 2018/19

	Government			Government Parastatal			Private			Total		
Wage Group	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	-	-	-	-	-	-	62	73	135	62	73	135
200,000 -299,999	-	-	-	-	-	-	172	109	281	172	109	281
300,000 -399,999	5,880	6,637	12,517	733	351	1,084	844	229	1,073	7,457	7,217	14,674
400,000 -499,999	2,939	5,785	8,724	642	291	933	166	50	216	3,747	6,126	9,873
500,000 -599,999	1,895	2,138	4,033	667	292	959	112	64	176	2,674	2,494	5,168
600,000 +	3,122	2,716	5,838	1,468	677	2,145	412	184	596	5,002	3,577	8,579
Total	13,836	17,276	31,112	3,510	1,611	5,121	1,768	709	2,477	19,114	19,596	38,710

Table 3.3.3: Number of Permanent Citizen Employees by Industry and Wage group; 2018/19

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	-	-	1,547	240	87	114	1,988
Mining and Quarrying	-	-	-	-	-	9	9
Manufacturing	13	15	201	55	34	52	370
Electricity, gas, steam and air conditioning supply	-	-	-	76	358	317	751
Water supply; sewerage, waste management and remediation activities	-	-	1,120	240	170	83	1,613
Construction	-	5	617	93	28	101	844
Wholesale and retail trade; repair of motor vehicles and motorcycles	1	15	132	52	79	48	327
Transportation and storage	3	2	229	476	243	360	1,313
Accommodation and food services activities	5	70	212	86	88	88	549
Information and communication	-	8	190	66	29	123	416
Financial and insurance activities	-	-	-	11	24	444	479
Real estate activities	-	-	49	23	12	11	95
Professional, Scientific and technical activities	-	-	319	92	43	173	627
Administrative and support service activities	7	43	121	24	9	11	215
Public administration and defense; compulsory social security	-	-	4,307	1,636	1,240	2,647	9,830
Education	71	85	3,429	5,184	2,188	3,061	14,018
Human health and social work activity	10	2	1,996	1,454	496	895	4,853
Art, entertainment and recreation	-	11	185	49	20	25	290
Other service activities	25	25	20	16	20	17	123
Total	135	281	14,674	9,873	5,168	8,579	38,710

Table 4. 1.4: Annual Earnings by Sector and Sex; 2017/18 and 2018/19**(TZS Million)**

Sector	2017/2018			2018/2019		
	Male	Female	Total	Male	Female	Total
Government	95,248	101,619	196,867	97,379	113,587	210,966
Government Parastatal	33,999	17,293	51,292	41,362	18,231	59,593
Private	82,285	34,552	116,838	94,778	40,429	135,207
Total	211,532	153,465	364,997	233,519	172,247	405,766

Table 4.2.4: Monthly Average Salary of Employees by Sector and Sex; 2018/2019**(TZS)**

Sector	Male	Female	Total
Government	557,267	533,184	544,036
Government Parastatal	784,262	728,651	766,369
Private	492,683	422,295	469,293
Total	556,189	516,031	538,403

Table 4.3.4: Annual Salary of Employees by Industry and Sex; 2018/2019
(TZS Million)

Industry	Male	Female	Total
Agriculture, forestry and fishing	7,212	4,686	11,898
Mining and Quarrying	931	651	1,581
Manufacturing	5,374	1,334	6,708
Electricity, gas, steam and air conditioning supply	4,628	776	5,403
Water supply; sewerage, waste management and remediation activities	5,978	3,206	9,184
Construction	7,449	1,118	8,567
Wholesale and retail trade; repair of motor vehicles and motorcycles	4,841	1,657	6,497
Transportation and storage	13,701	4,558	18,259
Accommodation and food services activities	50,420	22,196	72,616
Information and communication	3,957	2,298	6,254
Financial and insurance activities	10,321	4,895	15,216
Real estate activities	426	239	665
Professional, Scientific and technical activities	3,535	1,898	5,433
Administrative and support service activities	2,331	772	3,103
Public administration and defense; compulsory social security	50,255	30,278	80,532
Education	45,301	69,335	114,635
Human health and social work activity	14,609	20,986	35,595
Art, entertainment and recreation	1,175	767	1,942
Other service activities	1,077	599	1,676
Total	233,519	172,247	405,766

Table 4.4.4: Monthly Cash Earnings of Regular Citizen Employees by Industry, Sector and Sex; 2018/19
(TZS Million)

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	120	137	257	-	-	-	-	-	-	120	137	257
Mining and Quarrying	-	-	-	-	-	-	5	31	36	5	31	36
Manufacturing	-	-	-	14	8	22	27	5	32	40	13	54
Electricity, gas, steam and air conditioning supply	-	-	-	131	16	148	-	-	-	131	16	148
Water supply; sewerage, waste management and remediation activities	41	36	78	18	16	34	-	-	-	59	52	111
Construction	11	4	15	-	-	-	14	6	20	24	11	35
Wholesale and retail trade; repair of motor vehicles and motorcycles	8	1	9	11	5	17	6	2	8	25	8	33
Transportation and storage	-	-	-	74	63	137	72	12	84	145	75	221
Accommodation and food services activities	-	-	-	-	-	-	92	73	165	92	73	165
Information and communication	-	-	-	16	15	31	10	6	16	26	21	48
Financial and insurance activities	-	-	-	52	51	103	104	40	144	156	91	247
Real estate activities	-	-	-	8	4	13	-	-	-	8	4	13
Professional, Scientific and technical activities	40	34	74	-	-	-	-	-	-	40	34	74
Administrative and support service activities	-	-	-	-	-	-	31	6	37	31	6	37
Public administration and defense; compulsory social security	706	692	1,398	117	56	173	114	11	125	937	760	1,697
Education	592	1,016	1,608	118	66	184	30	28	57	739	1,110	1,849
Human health and social work activity	336	708	1,043	-	-	-	2	3	5	338	711	1,049
Art, entertainment and recreation	6	7	13	5	6	11	4	1	5	14	14	29
Other service activities	-	0	0	-	-	-	11	8	20	11	9	20
Total	1,859	2,636	4,495	563	308	871	521	233	755	2,943	3,177	6,120

Table 5. 1.5: Annual Wage bill by Sector; 2018/19**(TZS Million)**

Sector	Salary	Free Ration	Other Benefit	Wage Bill
Government	210,966	1,159	54,634	266,760
Government Parastatal	59,593	2,112	27,584	89,289
Private	135,207	17,479	29,542	182,228
Total	405,766	20,751	111,760	538,277

Table 5.2.5: Composition of Annual Wage Bill by Industry; 2018/19**(TZS Million)**

Sector	Salary	Free Ration	Other Benefit	Wage Bill
Agriculture, forestry and fishing	11,898	24	1,298	13,220
Mining and Quarrying	1,581	9	301	1,891
Manufacturing	6,708	478	1,659	8,845
Electricity, gas, steam and air conditioning supply	5,403	-	3,430	8,833
Water supply; sewerage, waste management and remediation activities	9,184	135	7,172	16,492
Construction	8,567	259	1,574	10,400
Wholesale and retail trade; repair of motor vehicles and motorcycles	6,497	533	3,107	10,137
Transportation and storage	18,259	821	4,492	23,572
Accommodation and food services activities	72,616	15,203	14,330	102,149
Information and communication	6,254	10	856	7,119
Financial and insurance activities	15,216	526	8,118	23,859
Real estate activities	665	-	151	816
Professional, Scientific and technical activities	5,433	103	2,095	7,631
Administrative and support service activities	3,103	144	509	3,756
Public administration and defense; compulsory social security	80,532	1,714	36,498	118,745
Education	114,635	545	18,401	133,582
Human health and social work activity	35,595	196	7,100	42,891
Art, entertainment and recreation	1,942	20	370	2,331
Other service activities	1,676	33	300	2,009
Total	405,766	20,751	111,760	538,277

Table 5.3.5: Composition of Annual Wage Bill by Industry and Types of Contract; 2018/19
(TZS Million)

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
Agriculture, forestry and fishing	11,131	767	-	24	1,298	13,220
Mining and Quarrying	574	72	935	9	301	1,891
Manufacturing	2,217	3,598	893	478	1,659	8,845
Electricity, gas, steam and air conditioning supply	5,403	-	-	-	3,430	8,833
Water supply; sewerage, waste management and remediation activities	8,029	1,155	-	135	7,172	16,492
Construction	5,077	3,377	114	259	1,574	10,400
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,869	4,363	265	533	3,107	10,137
Transportation and storage	9,689	8,562	8	821	4,492	23,572
Accommodation and food services activities	4,649	65,986	1,981	15,203	14,330	102,149
Information and communication	3,534	1,428	1,292	10	856	7,119
Financial and insurance activities	10,958	4,258	-	526	8,118	23,859
Real estate activities	631	34	-	-	151	816
Professional, Scientific and technical activities	4,915	519	-	103	2,095	7,631
Administrative and support service activities	1,608	1,487	9	144	509	3,756
Public administration and defense; compulsory social security	72,905	7,628	-	1,714	36,498	118,745
Education	100,224	14,219	192	545	18,401	133,582
Human health and social work activity	30,716	4,204	675	196	7,100	42,891
Art, entertainment and recreation	1,592	339	11	20	370	2,331
Other service activities	713	869	93	33	300	2,009
Total	276,435	122,866	6,466	20,751	111,760	538,277

Table 5. 4.5: Composition of Annual Wage Bill by Industry; 2018/19 – Government
(TZS Million)

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	11,131	24	1,297	12,453
Water supply; sewerage, waste management and remediation activities	5,380	124	5,912	11,416
Construction	4,003	5	506	4,514
Wholesale and retail trade; repair of motor vehicles and motorcycles	595	-	153	748
Professional, Scientific and technical activities	3,355	65	1,698	5,117
Public administration and defense; compulsory social security	65,789	901	30,048	96,739
Education	90,241	25	8,624	98,889
Human health and social work activity	29,423	8	6,186	35,617
Art, entertainment and recreation	964	6	209	1,179
Other service activities	86	-	2	88
Total	210,966	1,159	54,634	266,760

Table 5.5.5: Composition of Annual Wage Bill by Industry; 2018/19 – Government
Parastatal

(TZS Million)

Industry	Salary	Free Ration	Other Benefit	Wage bill
Manufacturing	1,220	5	548	1,773
Electricity, gas, steam and air conditioning supply	5,403	-	3,430	8,833
Water supply; sewerage, waste management and remediation activities	3,621	11	1,237	4,868
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,206	204	1,261	2,671
Transportation and storage	11,723	615	3,064	15,401
Information and communication	2,208	3	584	2,795
Financial and insurance activities	11,933	431	7,138	19,503
Real estate activities	642	-	150	793
Professional, Scientific and technical activities	1,767	6	339	2,112
Public administration and defense; compulsory social security	10,632	808	4,674	16,115
Education	8,934	28	5,084	14,046
Art, entertainment and recreation	304	1	75	379
Total	59,593	2,112	27,584	89,289

Table 5.6.5: Composition of Annual Wage Bill by Industry; 2018/19 – Private

Industry	(TZS Million)			
	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	767	-	1	768
Mining and Quarrying	1,581	9	301	1,891
Manufacturing	5,488	473	1,111	7,072
Water supply; sewerage, waste management and remediation activities	184	-	23	207
Construction	4,564	253	1,068	5,886
Wholesale and retail trade; repair of motor vehicles and motorcycles	4,696	329	1,694	6,718
Transportation and storage	6,536	206	1,428	8,170
Accommodation and food services activities	72,616	15,203	14,330	102,149
Information and communication	4,046	6	272	4,325
Financial and insurance activities	3,282	94	980	4,356
Real estate activities	22	-	1	23
Professional, Scientific and technical activities	311	32	58	401
Administrative and support service activities	3,103	144	509	3,756
Public administration and defense; compulsory social security	4,111	5	1,776	5,891
Education	15,461	492	4,693	20,646
Human health and social work activity	6,173	188	914	7,274
Art, entertainment and recreation	674	13	86	773
Other service activities	1,590	33	298	1,921
Total	135,207	17,479	29,542	182,228

Table 6.1.6: Number of New Employees by Sector and Sex; 2018/19

Sector	Male	Female	Total
Government	780	1,044	1,824
Government Parastatal	182	130	312
Private	686	510	1,196
Total	1,648	1,684	3,332

Table 6.2.6: Number of New Employee by Industry and sex; 2018/19

Industry	Male	Female	Total
Agriculture, forestry and fishing	26	33	59
Manufacturing	31	10	41
Electricity, gas, steam and air conditioning supply	4	2	6
Water supply; sewerage, waste management and remediation activities	23	27	50
Construction	51	31	82
Wholesale and retail trade; repair of motor vehicles and motorcycles	31	5	36
Transportation and storage	129	85	214
Accommodation and food services activities	301	259	560
Information and communication	11	4	15
Financial and insurance activities	22	15	37
Real estate activities	12	3	15
Professional, Scientific and technical activities	11	7	18
Administrative and support service activities	32	8	40
Public administration and defense; compulsory social security	562	654	1,216
Education	268	346	614
Human health and social work activity	119	183	302
Art, entertainment and recreation	8	8	16
Other service activities	7	4	11
Total	1,648	1,684	3,332

Table 6.3.6: Number of New Employees by Occupation and Sex; 2018/19

Occupation	Male	Female	Total
Legislators, Administrators and Managers	34	17	51
Professionals	274	326	600
Technicians and Associate professionals	445	554	999
Clerks	112	151	263
Service Workers and Shop Sales Workers	260	213	473
Skilled Agricultural and Fishery Workers	29	78	107
Craft and Related Workers	28	9	37
Plant and Machine Operators and Assemblers	123	7	130
Elementary Occupations	264	270	534
Defense/ Security	79	59	138
Total	1,648	1,684	3,332

Table 6.4.6: Number of New Employees by Education Level and Sex; 2018/19

Education Level	Male	Female	Total
Tertiary university	501	435	936
Tertiary Non University	51	27	78
Certificate	498	714	1,212
Vocational Education	66	51	117
Secondary A level	38	26	64
Secondary O level	409	340	749
Primary Education	85	91	176
Total	1,648	1,684	3,332

Table 6.5.6: Number of New Employees by Citizenship and Sex; 2018/19

Citizenship	Male	Female	Total
Tanzania	1,628	1,653	3,281
Kenya	4	4	8
Uganda	2	11	13
Others	14	16	30
Total	1,648	1,684	3,332

Table 6.6.6: Number of New Employees by Starting Salary and Sex; 2018/19

Salary Range	Male	Female	Total
Under 200,000	145	151	296
200,000-299,999	40	30	70
300,000-399,999	890	986	1,876
400,000-499,999	169	147	316
500,000-599,999	223	235	458
600,000 +	181	135	316
Total	1,648	1,684	3,332

Table 6.7.6: Number of New Employees by Subject of Training and Sex; 2018/19


Subject of Training	Male	Female	Total
Not Stated	260	253	513
General training Program	2	2	4
Education Training	284	417	701
Fine and Applied Arts Program	-	2	2
Programs in Languages	2	50	52
Other Humanity Courses	1	-	1
Social and Behavior Science Programs	37	46	83
Commercial, Clerical, Business and Public Administration Programs	268	352	620
Programs in Law	28	26	54
Natural Science	14	4	18
Mathematics and Computer science Programs	43	27	70
Medicine and Health Related Programs	82	146	228
Construction Trades Programs	14	5	19
Other Crafts, Trades and Industrial Programs	20	5	25
Engineering and Applied Programs	33	13	46
Architectural and Town Planning Programs	-	1	1
Agriculture, Forestry and Fishing Programs	32	37	69
Home Economics and Domestic Science Programs	1	-	1
Transport and Communication Programs	100	4	104
Service Traders Programs	410	268	678
Programs in Mass Communication and Documentation	11	24	35
Other Programs	6	2	8
Total	1,648	1,684	3,332

Table 6.8.6: Number of Retired Employees by Sector and Sex; 2018/19

Sector	Male	Female	Total
Government	486	295	781
Government Parastatal	84	25	109
Private	61	43	104
Total	631	363	994

Table 6.9.6: Number of Fired/Quit Employees by Sector and Sex; 2018/19

Sector	Male	Female	Total
Government	31	23	54
Government Parastatal	10	2	12
Private	428	246	674
Total	469	271	740

CONFIDENTIAL	FORM EES 2018/19
	<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; display: inline-block;"> <h1 style="margin: 0;">EMPLOYMENT AND EARNINGS SURVEY 2018/19</h1> </div>	
<div style="border: 2px solid black; padding: 10px;"> <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
<div style="display: flex; justify-content: space-between;"> <div> Office of Chief Government Statistician, P.O Box 90, Chake Chake Pemba Tel No 024 2452675, Fax :(024) 2452675 </div> </div>	

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

.....

.....

.....

.....

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 2019.

SECTION A: IDENTIFICATION									
1 Name of establishment									
2 Location:				For office use only					
Region				Identity					
District				Ownership (Sector)					
Shehia				ISIC Code					
				Total number of Employees					
				Class Size					
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 2019**(i) Permanent Employees**

State the cash earnings for the month of June, 2019 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, 2019		Cash earnings during June 2019 (to the nearest shillings)			Average Salary for the month of June, 2019	
(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, 2019		Cash earnings during June 2019 (to the nearest shillings)			Average Salary for the month of June, 2019	
(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, 2019		Cash earnings during June 2019 (to the nearest shillings)			Average Salary for the month of June, 2019	
(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, 2019		Cash earnings during June 2019 (to the nearest shillings)			Average Salary for the month of June, 2019	
(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, 2019		Cash earnings during June 2019 (to the nearest shillings)			Average Salary for the month of June, 2019	
(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, 2019		Cash earnings during June 2019 (to the nearest shillings)			Average Salary for the month of June, 2019	
(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, 2019		Cash earnings during June 2019 (to the nearest shillings)			Average Salary for the month of June, 2019	
(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, 2019		Cash earnings during June 2019 (to the nearest shillings)			Average Salary for the month of June, 2019	
(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 were appointed by president and in Private institutions include managers and directors only.

Specialist : All professional employees with degree or equivalent of specific field and make use of their professionalism

Skilled labour: Include employees who use their skill only with diploma or certificate of relevant field. 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 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 2019		Total person days worked during June, 2019		Total cash earnings for the month of June 2019		Average Salary for the month of June, 2019
(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		

Casual workers: 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 = (1x10) + (2x20) = 50 person days

SECTION G: BENEFITS (TSH)									
BENEFITS: Other benefits who are paid to employees only from July 2018 to June 2019									
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 2018 - JUNE 2019										
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 Tertiary Non University....2 Certificate/Diploma3 Vocational Education4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7	eg. Accountancy	Tanzania .1 Kenya. ...2 Uganda... 3 Burundi ...4 Ruwanda..5 Other6	Fill vacant.....1 Unfilled post.....2 New position.....3	(basic salary)	(Tshs.)	Total				
	eg. Accountant											Male	Female			
	Nurse, doctor															
	secondary teacher															
	etc															
1																
2																
3																
4																
5																
6																
7																
8																
9																
10																
11																
12																

SECTION I:

CURRENT JOB VACANCIES FOR THE LAST 12 MONTHS (JULY 2018 - JUNE 2019)

Serial Number	1.Occupational Title	2. For Official Use Only	3. Required level of education	4. Number of permanent employees	5. How many among them have no required skills	6. Existing vacancies in particular professional	7.Reason of employing	8. Required work experience
	(write in full)		Tertiary University.....1					No require.....1
	eg. Accountant		Tertiary Non Universit.....2					Fill vacant.....1 1 to 2 years.....2
	Nurse, doctor		Certificate/diploma).....3					Unfilled post.....2 3 to 4 years.....3
	secondary teacher		Vocational Education4					New position.....3 5 or more years...4
			Secondary A Level.....5					
			Secondary O Level.....6					
			Primary Education.....7					
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
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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”.

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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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