



REVOLUTIONARY GOVERNMENT OF ZANZIBAR

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2021/2022



ANALYTICAL REPORT



May, 2023



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Mission

“To Coordinate Production of Official Statistics, Provide High Quality Statistics Data and Information and Promote their use in Planning, Decision Making, Administration, Governing, Monitoring and Evaluation”

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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 2021/2022 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 staffs of Labour Statistics Unit in the Social Statistics Department.

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Chief Government Statistician,
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NUMBER OF ESTABLISHMENTS BY REGION – 2021/22



NUMBER OF TOTAL EMPLOYMENT BY REGION – 2021/22

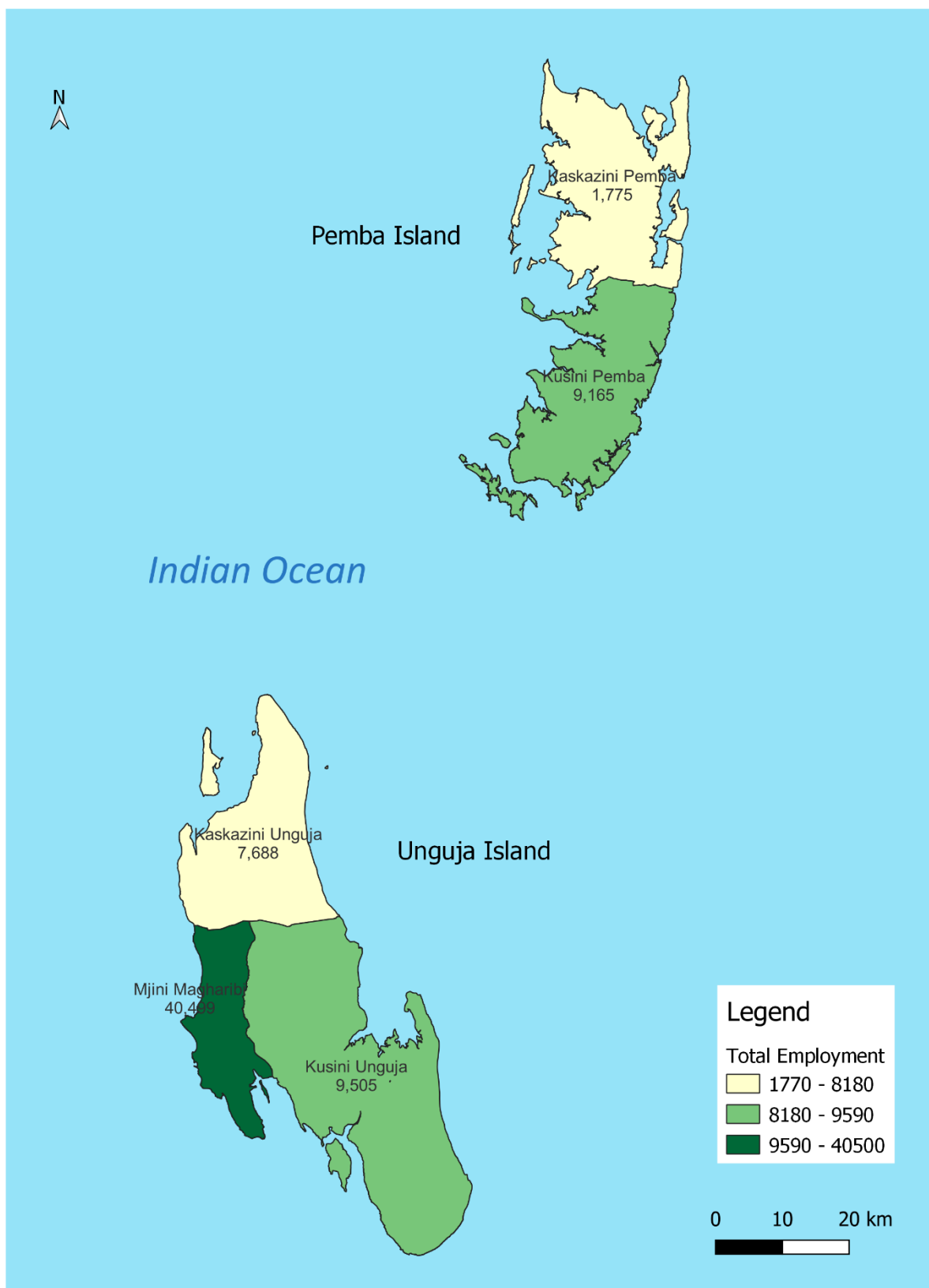


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LIST OF ABBREVIATIONS

| | |
|-------|---|
| 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 |
| TASCO | Tanzania Standard Classification of Occupation |
| TZS | Tanzania Shillings |
| UN | United Nations |
| ZSSF | Zanzibar Social Security Fund |
| - | Note applicable |

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 Department. The main objective of the survey is to provide information on employment and earnings of employees to be used for planning, policy formulation, and in decision-making processes. The specific objectives were to obtain the total number of employees of formal establishments from both government and private sectors, to obtain annual and average salaries paid to employees, wage bills used for employees, also to obtain the total number of new worker employed, number of new vacancies available, number of retired and fired/quit employees. The survey collects information on employees, such as total number, sex, citizenship, employment term, earnings, allowances and other benefit paid to employees.

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

Employment

The total employment in formal sector was 68,632 out of whom 36,012 (55.1 percent) were males and 32,620 (44.9 percent) were females. Out of total employment, 54.2 percent were engaged in Government sector, 35.8 percent in Private sector and 10.0 percent in Parastatals.

Classification by terms of employment reported that 70 percent (47,864 employees) were regular employees. Contractual and casual employees comprised 28 percent (19,489 employees) and 2 percent (1,279 employees) respectively. Non-citizen employees account for only 1.4 percent of total employment.

The distribution of employment by industry shows that about 26.7 percent of employees were engaged in Education sector while 18.8 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 (40.4 percent) of regular citizen employees earn between TZS 300,000 and TZS 399,999 per month. About 39.0 percent of the government and 49.0 percent of private sector regular citizen

employees earn between TZS 300,000 and TZS 399,999 while 55.5 percent of government parastatals employees earn 600,000 and above per month. Both male and female regular citizen employees account for 38.2 and 35.9 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 447,857 per month where males earn TZS 477,107 and females earn TZS 428,929 per month. The average monthly salary of Government Parastatal employees was observed to be TZS 697,437; the Government employees' average salary was 742,257 while for Private employees it was 455,988.

Annual Wage Bill

According to this survey, the annual wage bill is the employer's cost which includes annual salary, free rations and other benefits. The percentage share of annual salary was high compared with percentage share of other benefit and free rations. On average, the percentage share of annual salary from the total wage bill was 78.4 percent while the percentage share of other benefits was 17.9 percent.

New Employees

The total number of employees employed in 2021/22 was 1,780 persons of whom 991 employees (55.7 percent) were males and 789 employees (44.3 percent) were females. Out of total new employees, 9.0 percent were employed in the Government sector, 2.1 percent in Government Parastatals and 88.9 percent in the Private sector.

New Vacancies, Retired and Fired/Quit Employees

The findings indicate that, the largest proportion of new vacancies in 2021/22 were in government sector (85.6 percent) compared with the remaining sectors.

However, the result shows that, the total number of retired employees in 2021/22 was 632 persons of whom 430 persons were in the Government sector, 95 persons in Government Parastatals and 107 persons in the Private sector. In addition, both Government and Government Parastatals sectors had higher proportions of male fired/quit employees than female employees unlike Private sector.

Summary of Key Indicators by Sex, 2021/22 Formal Sector Employment and Earnings Survey

| Indicators | Male | Female | Total |
|---|----------------|----------------|----------------|
| Total Employees by Sector | 36,012 | 32,620 | 68,632 |
| Government | 15,541 | 21,648 | 37,189 |
| Government Parastatal | 4,522 | 2,365 | 6,887 |
| Private | 15,949 | 8,607 | 24,556 |
| Youth Employees (Age 15-35) | 15,438 | 13,719 | 29,157 |
| Government | 4,557 | 6,974 | 11,531 |
| Government Parastatal | 1,337 | 829 | 2,166 |
| Private | 9,544 | 5,916 | 15,460 |
| Adult Employees (Age 36+) | 20,574 | 18,901 | 39,475 |
| Government | 10,984 | 14,674 | 25,658 |
| Government Parastatal | 3,185 | 1,536 | 4,721 |
| Private | 6,405 | 2,691 | 9,096 |
| Total Employment by Types of Contract | 36,012 | 32,620 | 68,632 |
| Regular Employees | 22,655 | 25,209 | 47,864 |
| Temporary Employees | 12,524 | 6,965 | 19,489 |
| Casual Employees | 833 | 446 | 1,279 |
| Total Employment by Citizenship | 36,012 | 32,620 | 68,632 |
| Citizen | 35,466 | 32,388 | 67,854 |
| Non-citizen | 546 | 232 | 778 |
| Distribution of Regular Citizen Employees by Sector and Wage Rates | | | |
| Government | 14,935 | 21,361 | 36,296 |
| Below TZS 200,000 | - | - | - |
| Between 200,000 and 499,999 | 8,693 | 13,393 | 22,086 |
| TZS 500,000+ | 6,242 | 7,968 | 14,210 |
| Government Parastatal | 3,907 | 2,070 | 5,977 |
| Below TZS 200,000 | - | - | - |
| Between 200,000 and 499,999 | 987 | 444 | 1,431 |
| TZS 500,000+ | 2,920 | 1,626 | 4,546 |
| Private | 3,646 | 1,718 | 5,364 |
| Below TZS 200,000 | 19 | 49 | 68 |
| Between 200,000 and 499,999 | 2,571 | 1,154 | 3,725 |
| TZS 500,000+ | 1,056 | 515 | 1,571 |
| Average Monthly Salary of Regular Citizen Employees by Sector | 497,291 | 454,558 | 474,766 |
| Government | 477,106 | 428,929 | 447,857 |
| Government Parastatal | 697,437 | 742,257 | 715,774 |
| Private | 458,746 | 450,175 | 455,988 |
| Employees with Disability by Types of Contract | 171 | 144 | 315 |
| Permanent disable | 141 | 128 | 269 |
| Temporary disable | 30 | 16 | 46 |
| Total New Employees by sector | 991 | 789 | 1,780 |
| Government | 102 | 59 | 161 |
| Government Parastatal | 29 | 8 | 37 |
| Private | 860 | 722 | 1,582 |

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 Department. Data collection covered Government, 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 employments in the formal sector;
- Status of employment in the formal sector;
- Total Earnings for employees in the formal sector;
- Total wage-bill spend for employees;
- Total number of new workers employed;
- Total number of new vacancies;
- Total number retired; and
- Fired/quit employees;

1.2 The Scope

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

1.3 Concepts and Definitions

1.3.1 Employee/Worker

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

1.3.2 Regular Employee

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

1.3.3 Casual Workers

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

1.3.4 Wage Rate

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

1.3.5 Cash Earnings

The term Cash Earnings refers to the remuneration in cash paid to employees for time worked or work done before any deductions are made, such as employers' contribution to social security fund or pension. It includes payment for time not worked such as annual vacation and other paid leave, other guaranteed and regular paid allowances, payment for overtime work and house-rent paid directly by employer.

1.3.6 Annual Wage-Bill

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

1.3.7 Free Ration

The term Free Ration refers to the employer's meal facilities supplied to employees free of charge or for the amount of cash the employer pays to an employee as meal allowances. Also includes uniform and medical allowances.

1.3.8 Housing Allowance

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

1.3.9 Paid Leave Allowance

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

1.3.10 Social Security Fund

The term Social Security Fund refers to the contributions by the employee to the Zanzibar Social Security Fund (ZSSF), National Social Security Fund (NSSF) 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 Government Parastatals Sector

The term Government 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 from July, 2021 to June, 2022 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

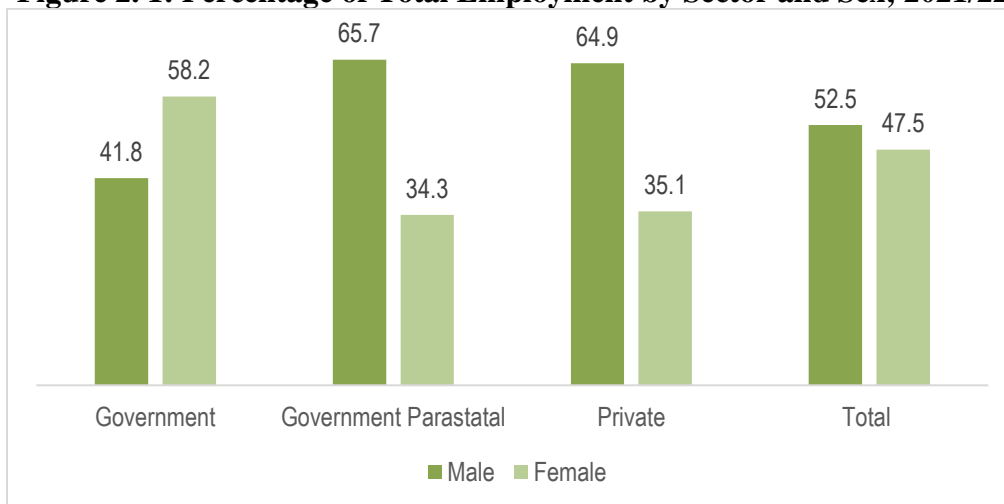
2.0 Introduction

This chapter presents total employment as at June, 2022 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, 52.5 percent of total employees were male while 47.5 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 (41.8 percent) and females were (58.2 percent).

Figure 2. 1: Percentage of Total Employment by Sector and Sex; 2021/22



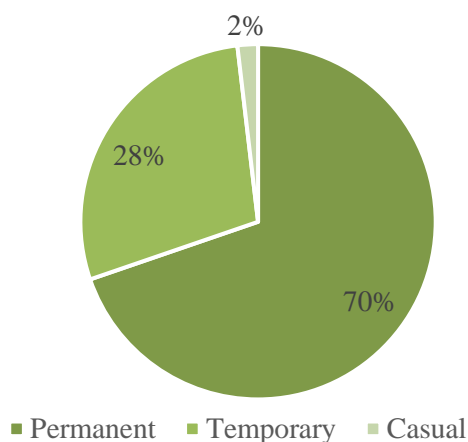
The result shows that, the total employment increased by 3 percent, from 66,657 employees in 2020/21 to 68,632 employees in 2021/22. Furthermore, the results indicate that the government sector is still a significant sector in terms of employment with 37,189 employees, which is higher compared to government parastatal and private sector with 6,887 and 24,556 employees respectively.

Table 2. 1: Number of Total Employment by Sector and Sex; 2020/21 and 2021/2022

| Sector | 2020/2021 | | | 2021/2022 | | | % Change |
|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|------------|
| | Male | Female | Total | Male | Female | Total | |
| Government | 16,190 | 22,556 | 38,746 | 15,541 | 21,648 | 37,189 | -4.0 |
| Government Parastatal | 4,526 | 2,476 | 7,002 | 4,522 | 2,365 | 6,887 | -1.6 |
| Private | 14,142 | 6,767 | 20,909 | 15,949 | 8,607 | 24,556 | 17.4 |
| Total | 34,858 | 31,799 | 66,657 | 36,012 | 32,620 | 68,632 | 3.0 |

The analysis from the findings depicts that, more than a half (70 percent) of total employees have permanent contracts and only 2 percent were casually employed, Figure 2.2

Figure 2. 2: Percentage Distribution of Total Employment by Types of Contract; 2021/22



Seven in every ten (76 percent) of permanent employees were engaged in government sector. Private sector has more employees with temporary contract with 91 percent.

Among male and female permanent employees, 66 percent and 84 percent respectively were engaged in government sector. For temporary and casual employees, majority of them were engaged in private sector both male and female where male the proportion were 91 and 94 percent and female were 92 and 95 percent respectively, Table 2.2.

Table 2. 2: Percentage Distribution of Total Employment by Sector, Types of Contract and Sex; 2021/22

| Sector | Permanent | | | Temporary | | | Casual | | | Total | | |
|-----------------------|---------------|---------------|---------------|---------------|--------------|---------------|------------|------------|--------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 65.9 | 84.7 | 75.8 | 4.8 | 4.1 | 4.6 | - | - | - | 43.2 | 66.4 | 54.2 |
| Government Parastatal | 17.2 | 8.2 | 12.5 | 4.5 | 3.9 | 4.3 | 6.4 | 5.4 | 6.0 | 12.6 | 7.3 | 10.0 |
| Private | 16.8 | 7.0 | 11.7 | 90.7 | 92.0 | 91.1 | 93.6 | 94.6 | 94.0 | 44.3 | 26.4 | 35.8 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 22,655 | 25,209 | 47,864 | 12,524 | 6,965 | 19,489 | 833 | 446 | 1,279 | 36,012 | 32,620 | 68,632 |

The results in Table 2.3 indicate that private sector had the highest proportion of employed youth 15-35 years (53 percent) compared with the remaining sectors. More female (51 percent) than male (30 percent) youth employees were employed in Government sector and vice versa in private sector

Private sector has more temporary and casual youth employees (93 percent and 98 percent respectively) than other two remaining sectors. About seven in every ten (68.7 percent) of permanent employees were employed in government sector.

Among permanent youth aged 15-35 years, 57 percent of male employees and 79 of female employees were employed in government sector.

Table 2. 3: Percentage Distribution of Youth (15-35 years) Employees by Sector, Type of Contract and Sex; 2021/22

| Sector | Permanent | | | Temporary | | | Casual | | | Total | | |
|-----------------------|--------------|--------------|---------------|--------------|--------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 57.0 | 79.2 | 68.7 | 1.7 | 2.5 | 2.0 | - | - | - | 29.5 | 50.8 | 39.5 |
| Government Parastatal | 11.7 | 7.3 | 9.3 | 5.9 | 4.1 | 5.2 | 1.5 | 2.3 | 1.8 | 8.7 | 6.0 | 7.4 |
| Private | 31.3 | 13.5 | 21.9 | 92.4 | 93.5 | 92.8 | 98.5 | 97.7 | 98.2 | 61.8 | 43.1 | 53.0 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 7,783 | 8,652 | 16,435 | 7,110 | 4,766 | 11,876 | 545 | 301 | 846 | 15,438 | 13,719 | 29,157 |

Table 2.4 shows that, Government sector has high proportion of adult employees (65 percent) compared with other sectors. Additional, Government sector employed more permanent adult male employees (70.6 percent) while more adult male employees with temporary employment (88.4 percent) were employed in the private sector. Same trend for female employees.

Table 2. 4: Percentage Distribution of Adult (36+ years) Employees by Sector, Type of Contract and Sex; 2021/22

| Sector | Permanent | | | Temporary | | | Casual | | | Total | | |
|-----------------------|---------------|---------------|---------------|--------------|--------------|--------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 70.6 | 87.6 | 79.6 | 9.0 | 7.6 | 8.6 | 0.0 | 0.0 | 0.0 | 53.4 | 77.6 | 65.0 |
| Government Parastatal | 20.2 | 8.7 | 14.1 | 2.6 | 3.5 | 2.9 | 15.6 | 11.7 | 14.3 | 15.5 | 8.1 | 12.0 |
| Private | 9.2 | 3.7 | 6.3 | 88.4 | 88.9 | 88.6 | 84.4 | 88.3 | 85.7 | 31.1 | 14.2 | 23.0 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 14,872 | 16,557 | 31,429 | 5,414 | 2,199 | 7,613 | 288 | 145 | 433 | 20,574 | 18,901 | 39,475 |

Four in every ten permanent employees were skilled and 32 percent were professional, and as expected, leaders were very few (2.7 percent).

About 22 percent of permanent Government employees were unskilled and the remain sectors show same trend of which unskilled employees have low proportion. This shows that most of the employees have knowledge of their work, Table 2.5.

Table 2. 5: Distribution of Permanent Employees by Profession and Sector; 2021/22

| Sector | Leader | Professional | Skilled* | Unskilled | Percent | Number |
|-----------------------|------------|--------------|-------------|-------------|------------|---------------|
| Government | 1.3 | 33.5 | 43.4 | 21.7 | 100 | 36,297 |
| Government Parastatal | 3.8 | 29.8 | 42.0 | 24.4 | 100 | 5,977 |
| Private | 10.4 | 20.7 | 50.4 | 18.4 | 100 | 5,590 |
| Total | 2.7 | 31.6 | 44.0 | 21.7 | 100 | 47,864 |

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

Out of 47,864 permanent employees, Government sector has high number of skilled female employees (11,026 employees). However, differences between sexes were very small in all types of professional except leader's employees of whom most were men than women. Table 2.6.

Table 2. 6: Distribution of Permanent Employees by Profession; Sector and Sex; 2021/22

| Sector | Leader | | | Professional | | | Skilled | | | Unskilled | | | Total | | |
|-----------------------|------------|------------|--------------|--------------|--------------|---------------|--------------|---------------|---------------|--------------|--------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 333 | 152 | 485 | 5,678 | 6,492 | 12,170 | 4,725 | 11,026 | 15,751 | 4,199 | 3,692 | 7,891 | 14,935 | 21,362 | 36,297 |
| Government Parastatal | 147 | 79 | 226 | 1,129 | 652 | 1,781 | 1,569 | 941 | 2,510 | 1,062 | 398 | 1,460 | 3,907 | 2,070 | 5,977 |
| Private | 421 | 159 | 580 | 695 | 464 | 1,159 | 1,972 | 848 | 2,820 | 725 | 306 | 1,031 | 3,813 | 1,777 | 5,590 |
| Total | 901 | 390 | 1,291 | 7,502 | 7,608 | 15,110 | 8,266 | 12,815 | 21,081 | 5,986 | 4,396 | 10,382 | 22,655 | 25,209 | 47,864 |

The Government sector has more unskilled temporary employees (59.6 percent) followed by skilled employees (24.1 percent) and for private sector has more skilled temporary employees (52.0 percent) followed by unskilled employees (27.7 percent) while the parastatal sector, 35.1 percent of their temporary employees were skilled, Table 2.7.

Table 2. 7: Distribution of Temporary Employees by Profession and Sector; 2021/22

| Sector | Leader | Professional | Skilled | Unskilled | Percent | Number |
|-----------------------|------------|--------------|-------------|-------------|------------|---------------|
| Government | 4.3 | 12.0 | 24.1 | 59.6 | 100 | 892 |
| Government Parastatal | 1.3 | 35.1 | 32.3 | 31.3 | 100 | 833 |
| Private | 8.6 | 11.7 | 52.0 | 27.7 | 100 | 17,764 |
| Total | 8.1 | 12.7 | 49.9 | 29.3 | 100 | 19,489 |

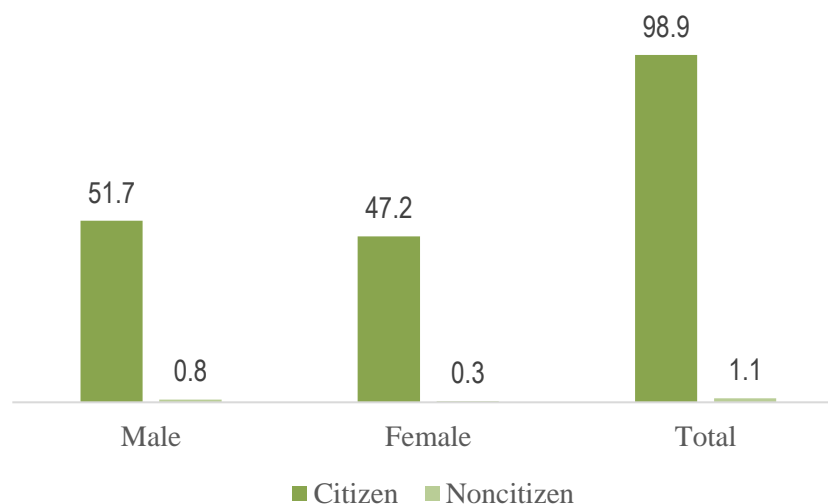
Table 2.8 shows that male temporary employees have higher number in all types of professionals compared with female employees.

Table 2. 8: Distribution of Temporary Employees by Profession, Sector and Sex; 2021/22

| Sector | Leader | | | Professional | | | Skilled | | | Unskilled | | | Total | | |
|--------------------------|--------------|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 30 | 8 | 38 | 88 | 19 | 107 | 147 | 68 | 215 | 341 | 191 | 532 | 606 | 286 | 892 |
| Government Parastatal | 11 | - | 11 | 137 | 155 | 292 | 205 | 64 | 269 | 209 | 52 | 261 | 562 | 271 | 833 |
| Private | 1,024 | 506 | 1,530 | 1,246 | 830 | 2,076 | 5,498 | 3,746 | 9,244 | 3,588 | 1,326 | 4,914 | 11,356 | 6,408 | 17,764 |
| Total | 1,065 | 514 | 1,579 | 1,471 | 1,004 | 2,475 | 5,850 | 3,878 | 9,728 | 4,138 | 1,569 | 5,707 | 12,524 | 6,965 | 19,489 |

Figure 2.3 reveals that, almost 99 percent of employees were citizen of which 52 percent were male employees and 47 percent were female employees. Non-citizens had a small proportion (1.1 percent) of the total employment whereas majority were male.

Figure 2. 3: Percentage Distribution of Total Employment by Citizenship and Sex; 2021/22



Most of the citizen employees (Table 2.9) were in the Government sector (54.2 percent) while the majority of non-citizen employees (95.1 percent) worked in the private sector. The number of male and female non-citizen employees was higher in the Private sector which accounted for 95.8 and 93.5 percent respectively. Four in every ten male citizen employees were highly employed in both Government and private sector (43.8 percent and 43.5 percent) and for female employees were in Government sector (66.8 percent).

Table 2. 9: Percentage Distribution of Total Employment by Sector, Citizenship and Sex; 2021/22

| Sector | Citizen | | | Noncitizen | | | Total | | |
|-----------------------|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 43.8 | 66.8 | 54.8 | 0.7 | 1.7 | 1.0 | 43.2 | 66.4 | 54.2 |
| Government Parastatal | 12.7 | 7.3 | 10.1 | 3.5 | 4.7 | 3.9 | 12.6 | 7.3 | 10.0 |
| Private | 43.5 | 25.9 | 35.1 | 95.8 | 93.5 | 95.1 | 44.3 | 26.4 | 35.8 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 35,466 | 32,388 | 67,854 | 546 | 232 | 778 | 36,012 | 32,620 | 68,632 |

Table 2.10 shows that out of total employment, 315 employees were disable. Most of employees with disability (171 employees) were male than female (144 employees).

The government sector has a greater number of disabled employees (226 employees) compared with the remaining sectors.

Table 2. 10: Number of Employees with Disability by Sector, Type of Contract and Sex; 2021/22

| Sector | Permanent | | | Temporary | | | Total | | |
|-----------------------|------------|------------|------------|-----------|-----------|-----------|------------|------------|------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 102 | 115 | 217 | 9 | 0 | 9 | 111 | 115 | 226 |
| Government Parastatal | 26 | 11 | 37 | 4 | 2 | 6 | 30 | 13 | 43 |
| Private | 13 | 4 | 17 | 17 | 12 | 29 | 30 | 16 | 46 |
| Total | 141 | 130 | 271 | 30 | 14 | 44 | 171 | 144 | 315 |

2.2 Employment by Industry

There are three major sectors namely Agriculture, forest and fishing, Manufacturing, Construction, Energy and Utility and Services which can be categories out of all industries. About nine in every ten employees in 2021/22 work in service sectors (90 percent). Among total employees, very few of them were in Agriculture, forest and fishing sector, Figure 2.4.

Figure 2. 4: Percentage of Total Employees by Main Sectors; 2021/22

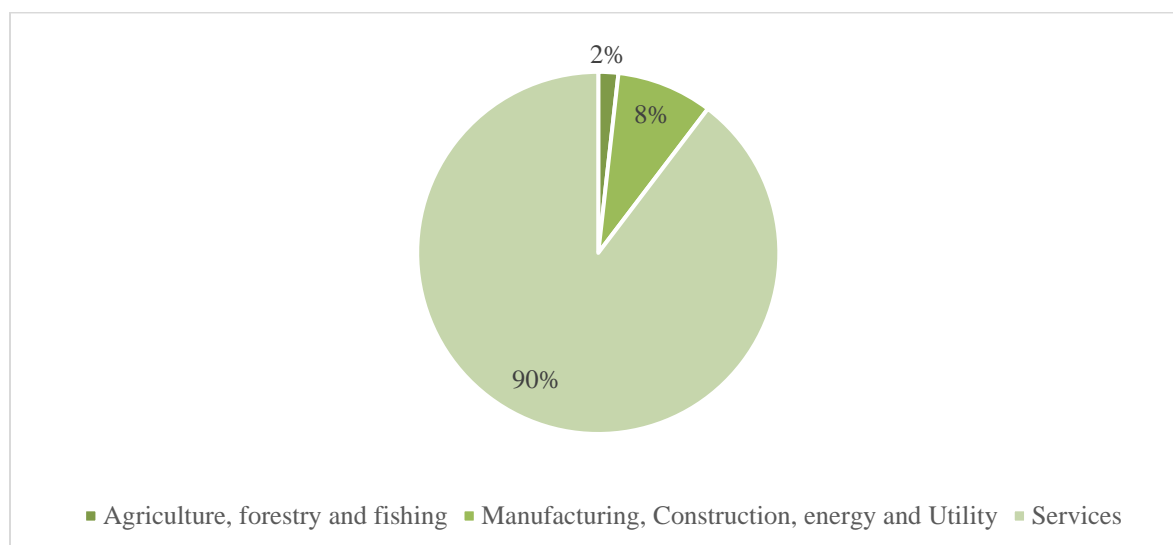


Table 2.11 shows that, in 2021/22 out of the total employment, education depict the highest number of 20,686 employees followed by Public administration and defense; compulsory social security activities with 14,481 employees and Accommodation and food services activities with 11,667 employees.

The industry with the least number of employees were real estate activities (80 employees) and Mining and quarrying (132 employees).

Education had a higher number of female employees (13,551 employees) compared with other industries in 2020/21. Generally, the number of male employees within the industries was higher compare with female employees in both 2020/21 and 2021/22.

Administrative and support service activities recorded the highest percentage growth in employment of 108.6 percent in 2021/2022. Other industries that realized growth in employment were Public administration and defense; compulsory social security (24.9 percent). However, there was a decline of 46.5 percent in Agriculture, forestry and fishing.

Table 2. 11: Number of Total Employees by Industry and Sex; 2020/21 and 2021/22

| Industry | 2020/2021 | | | 2021/2022 | | | % Change |
|--|---------------|---------------|---------------|---------------|---------------|---------------|------------|
| | Male | Female | Total | Male | Female | Total | |
| Agriculture, forestry and fishing | 1,272 | 1,017 | 2,289 | 667 | 558 | 1,225 | -46.5 |
| Mining and Quarrying | 123 | 60 | 183 | 71 | 61 | 132 | -27.9 |
| Manufacturing | 934 | 292 | 1,226 | 1,013 | 237 | 1,250 | 2.0 |
| Electricity, gas, steam and air conditioning supply | 709 | 150 | 859 | 659 | 145 | 804 | -6.4 |
| Water supply; sewerage, waste management and remediation activities | 1,693 | 1,191 | 2,884 | 1,488 | 781 | 2,269 | -21.3 |
| Construction | 1,719 | 183 | 1,902 | 1,230 | 194 | 1,424 | -25.1 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 867 | 433 | 1,300 | 985 | 448 | 1,433 | 10.2 |
| Transportation and storage | 1,998 | 901 | 2,899 | 1,686 | 769 | 2,455 | -15.3 |
| Accommodation and food services activities | 6,649 | 3,175 | 9,824 | 7,776 | 3,891 | 11,667 | 18.8 |
| Information and communication | 399 | 322 | 721 | 375 | 293 | 668 | -7.4 |
| Financial and insurance activities | 559 | 376 | 935 | 602 | 398 | 1,000 | 7.0 |
| Real estate activities | 42 | 37 | 79 | 41 | 39 | 80 | 1.3 |
| Professional, Scientific and technical activities | 685 | 460 | 1,145 | 561 | 400 | 961 | -16.1 |
| Administrative and support service activities | 925 | 71 | 996 | 1,875 | 203 | 2,078 | 108.6 |
| Public administration and defense; compulsory social security | 6,360 | 5,237 | 11,597 | 7,306 | 7,175 | 14,481 | 24.9 |
| Education | 7,092 | 13,960 | 21,052 | 7,135 | 13,551 | 20,686 | -1.7 |
| Human health and social work activity | 2,432 | 3,665 | 6,097 | 2,167 | 3,165 | 5,332 | -12.5 |
| Art, entertainment and recreation | 242 | 202 | 444 | 246 | 239 | 485 | 9.2 |
| Other service activities | 158 | 67 | 225 | 129 | 73 | 202 | -10.2 |
| Total | 34,858 | 31,799 | 66,657 | 36,012 | 32,620 | 68,632 | 3.0 |

Table 2.12 shows that adult employees constitute a higher number of employees (39,475 employees) compared with youth employees (29,157 employees). The results also indicate that education had the highest number of adult employees (14,215 employees) while accommodation and food services activities had the highest number of youth employees (8,103 employees).

Furthermore, the results reveal gender disparities in most of the industries whereby most of adult male employees (4,973 employees) work in the public administration and defense; compulsory social security

and adult female employees mostly were employed in education (9,445 employees). In addition, accommodation and food services activities had the highest number of youth male employees (5,276 employees) while youth female employees were mostly employed in Education industry (4,101 employees).

Table 2. 12: Number of Total Employees by Industry, Age Group and Sex; 2021/22

| Industry | Youth (15-35 years) | | | Adult (36+years) | | | Total | | |
|--|---------------------|---------------|---------------|------------------|---------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 141 | 171 | 312 | 526 | 387 | 913 | 667 | 558 | 1,225 |
| Mining and Quarrying | 48 | 21 | 69 | 23 | 40 | 63 | 71 | 61 | 132 |
| Manufacturing | 556 | 91 | 647 | 457 | 146 | 603 | 1,013 | 237 | 1,250 |
| Electricity, gas, steam and air conditioning supply | 217 | 55 | 272 | 442 | 90 | 532 | 659 | 145 | 804 |
| Water supply; sewerage, waste management and remediation activities | 502 | 417 | 919 | 986 | 364 | 1,350 | 1,488 | 781 | 2,269 |
| Construction | 418 | 60 | 478 | 812 | 134 | 946 | 1,230 | 194 | 1,424 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 455 | 230 | 685 | 530 | 218 | 748 | 985 | 448 | 1,433 |
| Transportation and storage | 685 | 334 | 1,019 | 1,001 | 435 | 1,436 | 1,686 | 769 | 2,455 |
| Accommodation and food services activities | 5,276 | 2,827 | 8,103 | 2,500 | 1,064 | 3,564 | 7,776 | 3,891 | 11,667 |
| Information and communication | 166 | 106 | 272 | 209 | 187 | 396 | 375 | 293 | 668 |
| Financial and insurance activities | 253 | 205 | 458 | 349 | 193 | 542 | 602 | 398 | 1,000 |
| Real estate activities | 14 | 14 | 28 | 27 | 25 | 52 | 41 | 39 | 80 |
| Professional, Scientific and technical activities | 149 | 144 | 293 | 412 | 256 | 668 | 561 | 400 | 961 |
| Administrative and support service activities | 582 | 118 | 700 | 1,293 | 85 | 1,378 | 1,875 | 203 | 2,078 |
| Public administration and defense; compulsory social security | 2,333 | 2,843 | 5,176 | 4,973 | 4,332 | 9,305 | 7,306 | 7,175 | 14,481 |
| Education | 2,370 | 4,101 | 6,471 | 4,765 | 9,450 | 14,215 | 7,135 | 13,551 | 20,686 |
| Human health and social work activity | 1,137 | 1,839 | 2,976 | 1,030 | 1,326 | 2,356 | 2,167 | 3,165 | 5,332 |
| Art, entertainment and recreation | 84 | 108 | 192 | 162 | 131 | 293 | 246 | 239 | 485 |
| Other service activities | 52 | 35 | 87 | 77 | 38 | 115 | 129 | 73 | 202 |
| Total | 15,438 | 13,719 | 29,157 | 20,574 | 18,901 | 39,475 | 36,012 | 32,620 | 68,632 |

Table 2.13 reveals that out of 37,189 Government employees, 41.3 percent of employees worked in education followed by 36.0 percent of employees who worked in public administration and defense; compulsory social security. Most male employees (42.9 percent) in Government sector work in “public administration and defense; compulsory social security” while most of female employees work in education (49.2 percent).

In the Government Parastatal sector, transportation and storage was a leading industry with 22.2 percent of employees followed by public administration and defense; compulsory social security accounting for 16.1 percent. Both males and females have a high proportion of employees working in transportation and storage (20.6 and 25.2 percent respectively).

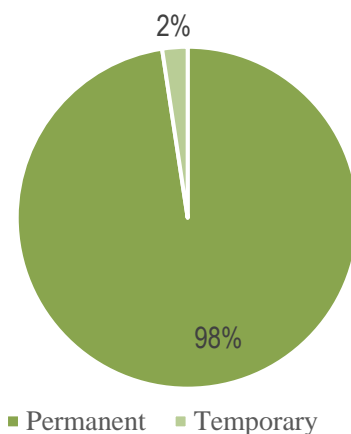
In the Private sector, accommodation and food services activities had the highest proportion of employees with 47.5percent.

Table 2. 13: Percentage Distribution of Total Employment by Industry, Sector and Sex; 2021/22

| Industry | Government | | | Government Parastatal | | | Private | | | Total | | |
|--|---------------|---------------|---------------|-----------------------|--------------|--------------|---------------|--------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 3.8 | 2.1 | 2.8 | 0.4 | 0.1 | 0.3 | 0.4 | 1.1 | 0.6 | 1.9 | 1.7 | 1.8 |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 0.4 | 0.7 | 0.5 | 0.2 | 0.2 | 0.2 |
| Manufacturing | 0.4 | 0.1 | 0.2 | 1.3 | 1.1 | 1.2 | 5.6 | 2.2 | 4.4 | 2.8 | 0.7 | 1.8 |
| Electricity, gas, steam and air conditioning supply | 0 | 0 | 0 | 14.6 | 6.1 | 11.7 | 0 | 0 | 0 | 1.8 | 0.4 | 1.2 |
| Water supply; sewerage, waste management and remediation activities | 4.0 | 2.6 | 3.2 | 17.8 | 5.4 | 13.6 | 0.3 | 1.1 | 0.6 | 4.1 | 2.4 | 3.3 |
| Construction | 3.9 | 0.6 | 2.0 | 0 | 0 | 0 | 3.9 | 0.8 | 2.8 | 3.4 | 0.6 | 2.1 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 0.1 | 0 | 0 | 2.4 | 1.0 | 1.9 | 5.4 | 4.9 | 5.2 | 2.7 | 1.4 | 2.1 |
| Transportation and storage | 0 | 0 | 0 | 20.6 | 25.2 | 22.2 | 4.7 | 2.0 | 3.8 | 4.7 | 2.4 | 3.6 |
| Accommodation and food services activities | 0 | 0 | 0 | 0 | 0 | 0 | 48.8 | 45.2 | 47.5 | 21.6 | 11.9 | 17.0 |
| Information and communication | 0 | 0 | 0 | 4.6 | 9.5 | 6.3 | 1.0 | 0.8 | 1.0 | 1.0 | 0.9 | 1.0 |
| Financial and insurance activities | 0 | 0 | 0 | 10.5 | 14.0 | 11.7 | 0.8 | 0.8 | 0.8 | 1.7 | 1.2 | 1.5 |
| Real estate activities | 0 | 0 | 0 | 0.8 | 1.5 | 1.1 | 0 | 0 | 0 | 0.1 | 0.1 | 0.1 |
| Professional, Scientific and technical activities | 3.1 | 1.6 | 2.2 | 1.1 | 0.9 | 1.1 | 0.2 | 0.3 | 0.3 | 1.6 | 1.2 | 1.4 |
| Administrative and support service activities | 0 | 0 | 0 | 0 | 0 | 0 | 11.8 | 2.4 | 8.5 | 5.2 | 0.6 | 3.0 |
| Public administration and defense; compulsory social security | 42.9 | 31.0 | 36.0 | 14.2 | 19.7 | 16.1 | 0 | 0 | 0 | 20.3 | 22.0 | 21.1 |
| Education | 30.4 | 49.2 | 41.3 | 11.1 | 14.0 | 12.1 | 12.0 | 29.9 | 18.3 | 19.8 | 41.5 | 30.1 |
| Human health and social work activity | 10.4 | 12.0 | 11.3 | .0 | 0 | 0 | 3.5 | 6.5 | 4.5 | 6.0 | 9.7 | 7.8 |
| Art, entertainment and recreation | 1.1 | 0.8 | 0.9 | 0.6 | 1.5 | 0.9 | 0.3 | 0.4 | 0.4 | 0.7 | 0.7 | 0.7 |
| Other service activities | 0 | 0 | 0 | 0 | 0 | 0 | 0.8 | 0.8 | 0.8 | 0.4 | 0.2 | 0.3 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 15,541 | 21,648 | 37,189 | 4,522 | 2,365 | 6,887 | 15,949 | 8,607 | 24,556 | 36,012 | 32,620 | 68,632 |

Permanent employees continue to dominant total employment in the Government sector with 98 percent, the rest were temporary employees, as seen in the Figure 2.5.

Figure 2.5: Percentage Distribution of Government Employees by Types of Contract; 2021/22



Among Government employees who were working in the agriculture, forest and fishing all were permanent employees of whom males had a higher proportion of 56.1 percent and females account for 43.9 percent. Most of temporarily employees were employed in other services activities which accounted for 16.7 percent and were all male (Table 2.14).

Table 2. 14: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2021/22 - Government

| Industry | Permanent | | | Temporary | | | Total | | |
|--|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 56.1 | 43.9 | 100 | 0 | 0 | 0 | 56.1 | 43.9 | 100 |
| Manufacturing | 75.0 | 25.0 | 100 | 0 | 0 | 0 | 75.0 | 25.0 | 100 |
| Water supply; sewerage, waste management and remediation activities | 49.4 | 45.2 | 94.6 | 3.6 | 1.8 | 5.4 | 53.0 | 47.0 | 100 |
| Construction | 83.2 | 16.8 | 100 | 0 | 0 | 0 | 83.2 | 16.8 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 78.6 | 21.4 | 100 | 0 | 0 | 0 | 78.6 | 21.4 | 100 |
| Professional, Scientific and technical activities | 57.7 | 42.3 | 100 | 0 | 0 | 0 | 57.7 | 42.3 | 100 |
| Public administration and defence; compulsory social security | 46.3 | 49.0 | 95.3 | 3.6 | 1.1 | 4.7 | 49.8 | 50.2 | 100 |
| Education | 30.4 | 69.2 | 99.6 | 0.3 | 0.1 | 0.4 | 30.7 | 69.3 | 100 |
| Human health and social work activity | 37.2 | 59.5 | 96.7 | 0.9 | 2.3 | 3.3 | 38.2 | 61.8 | 100 |
| Art, entertainment and recreation | 49.6 | 50.4 | 100 | 0 | 0 | 0 | 49.6 | 50.4 | 100 |
| Other service activities | 16.7 | 66.7 | 83.3 | 16.7 | 0 | 16.7 | 33.3 | 66.7 | 100 |
| Total | 40.2 | 57.4 | 97.6 | 1.6 | 0.8 | 2.4 | 41.8 | 58.2 | 100 |
| Total Number | 14,935 | 21,362 | 36,297 | 606 | 286 | 892 | 15,541 | 21,648 | 37,189 |

Table 2.15 shows that, 86.8 percent of the employees employed in Government Parastatal were permanent employees, 12.1 percent were employed on a temporary and only 1.1 percent were employed as a casual basis.

Transportation and storage the only industry with causal employees (5 percent).

Table 2. 15: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2021/22 – Government Parastatal

| Industry | Permanent | | | Temporary | | | Casual | | | Total | | |
|--|--------------|--------------|--------------|------------|------------|-------------|------------|------------|------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 0 | 0 | 0 | 90.5 | 9.5 | 100 | 0 | 0 | 0 | 90.5 | 9.5 | 100 |
| Manufacturing | 69.8 | 30.2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 69.8 | 30.2 | 100 |
| Electricity, gas, steam and air conditioning supply | 82.0 | 18.0 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 82.0 | 18.0 | 100 |
| Water supply; sewerage, waste management and remediation activities | 69.3 | 11.9 | 81.2 | 17.0 | 1.8 | 18.8 | 0 | 0 | 0 | 86.3 | 13.7 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 82.3 | 17.7 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 82.3 | 17.7 | 100 |
| Transportation and storage | 42.6 | 32.0 | 74.6 | 14.9 | 5.4 | 20.4 | 3.5 | 1.6 | 5.0 | 61.0 | 39.0 | 100 |
| Information and communication | 47.7 | 51.2 | 98.8 | 0.5 | 0.7 | 1.2 | 0 | 0 | 0 | 48.2 | 51.8 | 100 |
| Financial and insurance activities | 43.0 | 22.5 | 65.5 | 15.8 | 18.7 | 34.5 | 0 | 0 | 0 | 58.8 | 41.2 | 100 |
| Real estate activities | 50.7 | 49.3 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 50.7 | 49.3 | 100 |
| Professional, Scientific and technical activities | 54.8 | 26.0 | 80.8 | 16.4 | 2.7 | 19.2 | 0 | 0 | 0 | 71.2 | 28.8 | 100 |
| Public administration and defence; compulsory social security | 57.1 | 41.7 | 98.8 | 0.8 | 0.4 | 1.2 | 0 | 0 | 0 | 57.9 | 42.1 | 100 |
| Education | 59.5 | 38.6 | 98.1 | 0.7 | 1.2 | 1.9 | 0 | 0 | 0 | 60.2 | 39.8 | 100 |
| Art, entertainment and recreation | 42.6 | 57.4 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 42.6 | 57.4 | 100 |
| Total | 56.7 | 30.1 | 86.8 | 8.2 | 3.9 | 12.1 | 0.8 | 0.3 | 1.1 | 65.7 | 34.3 | 100 |
| Total Number | 3,907 | 2,070 | 5,977 | 562 | 271 | 833 | 53 | 24 | 77 | 4,522 | 2,365 | 6,887 |

Table 2.16 shows that only 22.8 percent (5,590 employees) of the total employees in the private sector were permanently employed, 72.3 percent were employed on temporary basis and 4.9 percent were casually employed.

Agriculture, forest and fishing employed 96.6 percent of employees on temporary basis while casual workers account for 3.4 percent and no permanent employees.

Table 2. 16: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2021/22 – Private

| Industry | Permanent | | | Temporary | | | Casual | | | Total | | |
|--|--------------|--------------|--------------|---------------|--------------|---------------|------------|------------|--------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 0 | 0 | 0 | 34.2 | 62.4 | 96.6 | 3.4 | 0 | 3.4 | 37.6 | 62.4 | 100 |
| Mining and Quarrying | 3.0 | 1.5 | 4.5 | 31.8 | 6.8 | 38.6 | 18.9 | 37.9 | 56.8 | 53.8 | 46.2 | 100 |
| Manufacturing | 23.6 | 3.3 | 26.9 | 46.3 | 13.3 | 59.6 | 12.5 | 0.9 | 13.4 | 82.4 | 17.6 | 100 |
| Water supply; sewerage, waste management and remediation activities | 0 | 0 | 0 | 35.6 | 64.4 | 100 | 0 | 0 | 0 | 35.6 | 64.4 | 100 |
| Construction | 38.1 | 5.7 | 43.8 | 41.1 | 3.4 | 44.6 | 10.5 | 1.1 | 11.6 | 89.7 | 10.3 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 11.4 | 3.1 | 14.5 | 49.3 | 28.3 | 77.6 | 6.6 | 1.3 | 7.9 | 67.3 | 32.7 | 100 |
| Transportation and storage | 37.1 | 11.2 | 48.3 | 43.6 | 7.2 | 50.8 | 0.6 | 0.2 | 0.9 | 81.3 | 18.7 | 100 |
| Accommodation and food services activities | 10.6 | 4.8 | 15.4 | 54.2 | 27.2 | 81.4 | 1.9 | 1.3 | 3.2 | 66.6 | 33.4 | 100 |
| Information and communication | 35.5 | 18.8 | 54.3 | 32.5 | 6.4 | 38.9 | 3.0 | 3.8 | 6.8 | 70.9 | 29.1 | 100 |
| Financial and insurance activities | 54.6 | 25.0 | 79.6 | 10.7 | 7.7 | 18.4 | 0.5 | 1.5 | 2.0 | 65.8 | 34.2 | 100 |
| Real estate activities | 0 | 0 | 0 | 57.1 | 42.9 | 100 | 0 | 0 | 0 | 57.1 | 42.9 | 100 |
| Professional, Scientific and technical activities | 42.9 | 34.9 | 77.8 | 9.5 | 12.7 | 22.2 | 0 | 0 | 0 | 52.4 | 47.6 | 100 |
| Administrative and support service activities | 25.8 | 4.4 | 30.3 | 63.1 | 5.1 | 68.1 | 1.3 | 0.3 | 1.6 | 90.2 | 9.8 | 100 |
| Education | 12.0 | 12.7 | 24.6 | 29.6 | 43.9 | 73.5 | 1.0 | 0.8 | 1.8 | 42.6 | 57.4 | 100 |
| Human health and social work activity | 16.2 | 14.9 | 31.1 | 20.8 | 23.8 | 44.6 | 12.9 | 11.5 | 24.4 | 49.9 | 50.1 | 100 |
| Art, entertainment and recreation | 19.5 | 0 | 19.5 | 37.9 | 39.1 | 77.0 | 3.4 | 0 | 3.4 | 60.9 | 39.1 | 100 |
| Other service activities | 38.3 | 26.0 | 64.3 | 26.5 | 9.2 | 35.7 | 0 | 0 | 0 | 64.8 | 35.2 | 100 |
| Total | 15.5 | 7.2 | 22.8 | 46.2 | 26.1 | 72.3 | 3.2 | 1.7 | 4.9 | 64.9 | 35.1 | 100 |
| Total Number | 3,813 | 1,777 | 5,590 | 11,356 | 6,408 | 17,764 | 780 | 422 | 1,202 | 15,949 | 8,607 | 24,556 |

Most of citizen employees were employed in education (20,578 employees) followed by Public administration and defense; compulsory social security (14,480 employees). The results reveal gender disparities in most of the industries, whereby male dominates. Most of male citizen employees (7,428 employees) work in the accommodation and food services and female citizen employees work in education (13,489 employees).

Non-citizen employees were employees mainly engaged in two industries. Out of 778 non-citizen employees, 496 employees were employed in accommodation and food services while 108 employees were employed in education, Table 2.17.

Table 2. 17: Number of Total Employment by Industry, Citizenship and Sex; 2021/22

| Industry | Citizen | | | Noncitizen | | | Total | | |
|--|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 667 | 558 | 1,225 | 0 | 0 | 0 | 667 | 558 | 1,225 |
| Mining and Quarrying | 70 | 61 | 131 | 1 | 0 | 1 | 71 | 61 | 132 |
| Manufacturing | 985 | 233 | 1,218 | 28 | 4 | 32 | 1,013 | 237 | 1,250 |
| Electricity, gas, steam and air conditioning supply | 659 | 145 | 804 | 0 | 0 | 0 | 659 | 145 | 804 |
| Water supply; sewerage, waste management and remediation activities | 1,488 | 781 | 2,269 | 0 | 0 | 0 | 1,488 | 781 | 2,269 |
| Construction | 1,209 | 194 | 1,403 | 21 | 0 | 21 | 1,230 | 194 | 1,424 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 935 | 445 | 1,380 | 50 | 3 | 53 | 985 | 448 | 1,433 |
| Transportation and storage | 1,666 | 768 | 2,434 | 20 | 1 | 21 | 1,686 | 769 | 2,455 |
| Accommodation and food services activities | 7,428 | 3,743 | 11,171 | 348 | 148 | 496 | 7,776 | 3,891 | 11,667 |
| Information and communication | 375 | 293 | 668 | 0 | 0 | 0 | 375 | 293 | 668 |
| Financial and insurance activities | 602 | 398 | 1,000 | 0 | 0 | 0 | 602 | 398 | 1,000 |
| Real estate activities | 41 | 39 | 80 | 0 | 0 | 0 | 41 | 39 | 80 |
| Professional, Scientific and technical activities | 551 | 398 | 949 | 10 | 2 | 12 | 561 | 400 | 961 |
| Administrative and support service activities | 1,872 | 197 | 2,069 | 3 | 6 | 9 | 1,875 | 203 | 2,078 |
| Public administration and defence; compulsory social security | 7,305 | 7,175 | 14,480 | 1 | 0 | 1 | 7,306 | 7,175 | 14,481 |
| Education | 7,089 | 13,489 | 20,578 | 46 | 62 | 108 | 7,135 | 13,551 | 20,686 |
| Human health and social work activity | 2,157 | 3,159 | 5,316 | 10 | 6 | 16 | 2,167 | 3,165 | 5,332 |
| Art, entertainment and recreation | 238 | 239 | 477 | 8 | 0 | 8 | 246 | 239 | 485 |
| Other service activities | 129 | 73 | 202 | 0 | 0 | 0 | 129 | 73 | 202 |
| Total | 35,466 | 32,388 | 67,854 | 546 | 232 | 778 | 36,012 | 32,620 | 68,632 |

CHAPTER THREE: WAGE RATE

3.0 Introduction

This chapter presents information on the average monthly gross earnings of regular citizen employees by salary range. 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 percent) earned between TZS 300,000 and TZS 399,999 per month and less than one percent of employees earned below TZS 200,000 shown in Table 3.1. It also indicates that, about 28.3 percent earned TZS 600,000 and above per month.

There was a divergence in gross earnings for both males and females across the wage groups; whereby, 31 percent of male regular citizen employees and 25.8 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; 2021/22

| Wage Group (TZS) | Male | Female | Total |
|---------------------|---------------|---------------|---------------|
| Under 200,000 | 0.1 | 0.2 | 0.1 |
| 200,000-299,999 | 0.8 | 0.5 | 0.7 |
| 300,000-399,999 | 38.2 | 36.0 | 37.0 |
| 400,000-499,999 | 15.4 | 23.1 | 19.5 |
| 500,000-599,999 | 14.5 | 14.4 | 14.4 |
| 600,000 + | 31.0 | 25.8 | 28.3 |
| Total | 100 | 100 | 100 |
| Total Number | 22,488 | 25,149 | 47,637 |

3.2 Wage of Regular Citizen Employees by Sector

Table 3.2 shows that, the majority of employees in Government sector (39 percent) earned between TZS 300,000 and TZS 399,999 while for the Government Parastatals sector, employees earned TZS 600,000 and above (55.5 percent) with slightly difference in proportion between males and females.

On the other hand, higher proportion of Government and Private sector employees were observed in wage group between TZS 300,000 and 399,999 (39 and 50 percent respectively). All employees paid below TZS 299,999 were employed in private sector.

Table 3. 2: Percentage Distribution of Regular Citizen Employees by Wage Group, Sector and Sex; 2021/22

| Wage Group (TZS) | Government | | | Government Parastatal | | | Private | | | Total | | |
|---------------------|---------------|---------------|---------------|-----------------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Under 200,000 | - | - | - | - | - | - | 0.5 | 2.9 | 1.3 | 0.1 | 0.2 | 0.1 |
| 200,000 -299,999 | - | - | - | - | - | - | 5.0 | 7.3 | 5.8 | 0.8 | 0.5 | 0.7 |
| 300,000 -399,999 | 41.6 | 37.2 | 39.0 | 13.7 | 13.3 | 13.6 | 50.8 | 47.5 | 49.7 | 38.2 | 36.0 | 37.0 |
| 400,000 -499,999 | 16.6 | 25.5 | 21.8 | 11.6 | 8.1 | 10.4 | 14.7 | 12.3 | 13.9 | 15.4 | 23.1 | 19.5 |
| 500,000 -599,999 | 14.7 | 14.4 | 14.5 | 21.3 | 19.1 | 20.6 | 6.3 | 8.3 | 6.9 | 14.5 | 14.4 | 14.4 |
| 600,000 + | 27.1 | 22.9 | 24.7 | 53.4 | 59.4 | 55.5 | 22.7 | 21.7 | 22.4 | 31.0 | 25.8 | 28.3 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 14,935 | 21,361 | 36,296 | 3,907 | 2,070 | 5,977 | 3,646 | 1,718 | 5,364 | 22,488 | 25,149 | 47,637 |

3.3 Wages of Regular Citizen Employees by Industry

Table 3.3 reveals that Education has the highest proportion of employees (49.6 percent) earning between 400,000-499,999 followed by Public administration and defense; compulsory social security with 25 percent of employees.

There are some industries that paid below TZS 200,000 per month, among other industries Education accounts for 54.4 percent of employees who were paid less than TZS 200,000. On the other hand, Education has the highest proportion (37.0 percent) of regular citizen employees earning TZS 600,000 and above per month.

Table 3. 3: Percentage Distribution of Regular Citizen Employees by Industry and Wage Group (TZS); 2021/22

| Industry | Under 200,000 | 200,000- 299,999 | 300,000- 399,999 | 400,000- 499,999 | 500,000- 599,999 | 600,000 + | Total |
|--|--------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|------------------|---------------|
| Agriculture, forestry and fishing | 0 | 0 | 4.8 | 1.1 | 0.7 | 0.4 | 2.2 |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manufacturing | 0 | 10.6 | 1.1 | 0.7 | 0.5 | 1.0 | 0.9 |
| Electricity, gas, steam and air conditioning supply | 0 | 0 | 0 | 1.1 | 5.9 | 2.2 | 1.7 |
| Water supply; sewerage, waste management and remediation activities | 2.9 | 0 | 6.4 | 3.5 | 4.3 | 1.0 | 3.9 |
| Construction | 0 | 0.3 | 2.9 | 2.1 | 1.3 | 1.6 | 2.1 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 2.9 | 0.6 | 1.0 | 0.6 | 0.3 | 0.3 | 0.6 |
| Transportation and storage | 0 | 4.8 | 1.4 | 0.9 | 4.2 | 7.0 | 3.3 |
| Accommodation and food services activities | 2.9 | 37.7 | 5.7 | 1.9 | 1.6 | 2.2 | 3.6 |
| Information and communication | 0 | 0 | 1.7 | 0.8 | 0.7 | 1.0 | 1.2 |
| Financial and insurance activities | 0 | 0 | 0 | 0 | 0.5 | 4.8 | 1.4 |
| Real estate activities | 0 | 0 | 0 | 0.1 | 0.3 | 0.3 | 0.2 |
| Professional, Scientific and technical activities | 0 | 0 | 2.6 | 1.9 | 1.1 | 1.7 | 2.0 |
| Administrative and support service activities | 0 | 0.3 | 3.1 | 0.5 | 0.1 | 0.1 | 1.3 |
| Public administration and defense; compulsory social security | 0 | 0 | 30.1 | 25.0 | 26.7 | 32.5 | 29.0 |
| Education | 61.4 | 42.6 | 24.5 | 49.6 | 45.5 | 37.0 | 36.1 |
| Human health and social work activity | 4.3 | 1.6 | 13.3 | 9.0 | 5.6 | 6.2 | 9.3 |
| Art, entertainment and recreation | 0 | 0 | 1.5 | 0.8 | 0.5 | 0.3 | 0.9 |
| Other service activities | 25.7 | 1.3 | 0.1 | 0.2 | 0.3 | 0.4 | 0.3 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 70 | 310 | 17,641 | 9,289 | 6,864 | 13,463 | 47,637 |

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 total annual earnings of all employees increased to TZS 461,299 million in 2021/22 from TZS 454,729 million in 2020/21. The amount paid to female employees were TZS 215,490 million in 2020/21 and TZS 202,963 million in 2021/22 while for male counterparts were TZS 239,239 million in 2020/21 and TZS 258,336 million in 2021/22. Government spent more among total annual earnings in paying salaries than other sectors.

Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2020/21 and 2021/22 (TZS Million)

| Sector | 2020/2021 | | | 2021/2022 | | |
|-----------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total |
| Government | 108,459 | 138,465 | 246,924 | 102,151 | 135,333 | 237,484 |
| Government Parastatal | 44,206 | 23,348 | 67,553 | 51,538 | 23,466 | 75,003 |
| Private | 86,574 | 53,678 | 140,252 | 104,647 | 44,164 | 148,811 |
| Total | 239,239 | 215,490 | 454,729 | 258,336 | 202,963 | 461,299 |

Figure 4.1 reveals that the median salary of employees was TZS 373,529 per month. The median salary of female employees was lower (TZS 329,571) compared with male employee's salary (TZS 390,000) per month.

Figure 4. 1: Median Salary of Employees per Month by Sex; 2021/22

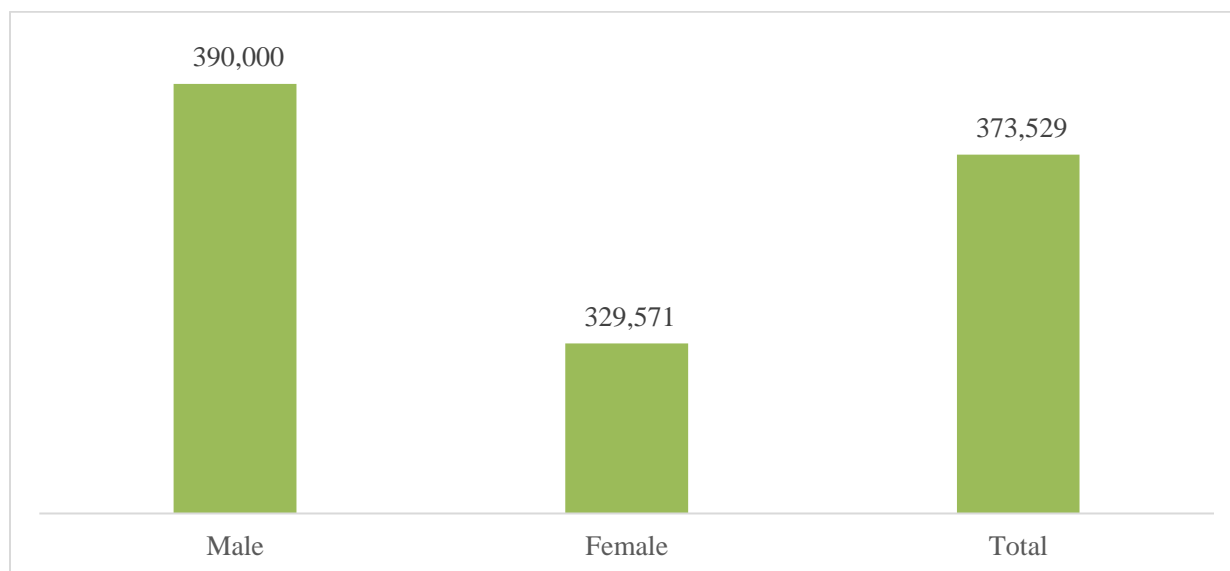


Table 4.2 reveals that, the average monthly salary of regular citizen employees was TZS 474,766. The results further show that employees in Government Parastatal had the highest monthly average salary of TZS 715,774. On average, both Government and Private employees receive about the average monthly. Female employees were paid slight less (TZS 454,558) compared with male employees (TZS 497,291).

Table 4. 2: Monthly Average Salary of Regular Citizen Employees by Sector and Sex; 2021/22 (TZS)

| Sector | Male | Female | Total |
|-----------------------|----------------|----------------|----------------|
| Government | 477,106 | 428,929 | 447,857 |
| Government Parastatal | 697,437 | 742,257 | 715,774 |
| Private | 458,746 | 450,175 | 455,988 |
| Total | 497,291 | 454,558 | 474,766 |

4.2 Cash Earnings by Industry

Table 4.3 indicates that, employees in mining and quarrying had the highest monthly average salary (TZS 2,137,267) followed by Financial and insurance activities (TZS 1,074,443). The third industry with the highest monthly average salary of regular employees was Real estate activities (TZS 760,457). On the other hand, Human health and social work activity had the lowest monthly average salary of TZS 321,957 per employee.

Generally, in comparison of sex distribution within the industries shows that, there is slight differences between male and female employees on average monthly salary.

Table 4. 3: Monthly Average Salary of Regular Citizen Employees by Industry and Sex; 2021/22 (TZS)

| Industry | Male | Female | Total |
|--|----------------|----------------|----------------|
| Agriculture, forestry and fishing | 386,994 | 381,309 | 384,294 |
| Mining and Quarrying | 1,200,000 | 2,605,900 | 2,137,267 |
| Manufacturing | 347,905 | 378,548 | 352,243 |
| Electricity, gas, steam and air conditioning supply | 568,514 | 602,909 | 575,469 |
| Water supply; sewerage, waste management and remediation activities | 382,876 | 411,979 | 397,735 |
| Construction | 443,520 | 1,022,811 | 582,180 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 532,192 | 371,796 | 487,350 |
| Transportation and storage | 537,463 | 560,379 | 546,620 |
| Accommodation and food services activities | 372,197 | 380,347 | 374,889 |
| Information and communication | 697,710 | 445,038 | 580,549 |
| Financial and insurance activities | 1,071,556 | 1,079,619 | 1,074,443 |
| Real estate activities | 807,083 | 709,591 | 760,457 |
| Professional, Scientific and technical activities | 451,712 | 453,094 | 452,388 |
| Administrative and support service activities | 366,297 | 285,721 | 355,261 |
| Public administration and defense; compulsory social security | 495,849 | 463,442 | 477,912 |
| Education | 563,435 | 549,483 | 554,478 |
| Human health and social work activity | 476,795 | 310,905 | 321,957 |
| Art, entertainment and recreation | 616,531 | 345,439 | 470,259 |
| Other service activities | 614,835 | 739,390 | 667,886 |
| Total | 497,291 | 454,558 | 474,766 |

A total of TZS 28,033.8 million shillings used to pay monthly salary for regular citizen employees in all industries. Out of the total cash earnings, TZS 14,212 million shillings for male and TZS

13,822 million shillings for female. The Education and Public administration and defence; compulsory social security industries had higher amount of money paid to their employees (TZS 10,324 million shillings and TZS 8,493 million shillings (Table 4.4).

**Table 4. 4: Monthly Cash Earnings of Regular Citizen Employees by Industry and Sex; 2021/22
(TZS Million)**

| Industry | Male | Female | Total |
|--|-----------------|-----------------|-----------------|
| Agriculture, forestry and fishing | 230.6 | 176.4 | 406.9 |
| Mining and Quarrying | 4.0 | 5.2 | 9.2 |
| Manufacturing | 193.0 | 41.9 | 234.9 |
| Electricity, gas, steam and air conditioning supply | 427.9 | 102.7 | 530.6 |
| Water supply; sewerage, waste management and remediation activities | 510.8 | 270.5 | 781.2 |
| Construction | 363.7 | 123.3 | 487.0 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 128.8 | 28.4 | 157.2 |
| Transportation and storage | 671.4 | 311.3 | 982.8 |
| Accommodation and food services activities | 521.6 | 231.1 | 752.7 |
| Information and communication | 304.3 | 176.0 | 480.3 |
| Financial and insurance activities | 1,090.7 | 345.5 | 1,436.2 |
| Real estate activities | 32.8 | 35.1 | 67.9 |
| Professional, Scientific and technical activities | 350.6 | 189.9 | 540.5 |
| Administrative and support service activities | 200.5 | 28.7 | 229.2 |
| Public administration and defense; compulsory social security | 4,528.3 | 3,964.2 | 8,492.6 |
| Education | 3,619.3 | 6,704.8 | 10,324.1 |
| Human health and social work activity | 883.0 | 955.5 | 1,838.5 |
| Art, entertainment and recreation | 97.6 | 84.0 | 181.6 |
| Other service activities | 52.9 | 47.4 | 100.3 |
| Total | 14,211.8 | 13,822.0 | 28,033.8 |

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 paid 78.4 percent of the total wage bill as salaries. The share of free rations to the wage bill was only 3.7 percent.

In the Government sector, 81.8 percent of its total wage bill used for paying salaries whereas Government Parastatal and private sectors used 68.3 and 79.0 percent respectively. Government Parastatals paid more amounts of other benefits (26.5 percent) compared with Government institutions and Private.

Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2021/22

| Sector | Salary | Free Ration | Other Benefit | Wage bill |
|-----------------------|-------------|-------------|---------------|------------|
| Government | 81.8 | 1.8 | 16.4 | 100 |
| Government Parastatal | 68.3 | 5.2 | 26.5 | 100 |
| Private | 79.0 | 5.7 | 15.3 | 100 |
| Total | 78.4 | 3.7 | 17.9 | 100 |

Table 5.2 shows that, Electricity, gas, steam and air conditioning supply industry spent 42.9 percent of their total wage bills for paying salaries, these means that employees are getting more free ration (19.8 percent) and other benefit (37.3 percent) apart from their salaries.

Table 5. 2: Composition of Annual Wage Bill by Industry; 2021/22

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|---------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing | 91.7 | 0.4 | 7.9 | 100 |
| Mining and Quarrying | 96.3 | 0.6 | 3.0 | 100 |
| Manufacturing | 75.4 | 1.0 | 23.6 | 100 |
| Electricity, gas, steam and air conditioning supply | 42.9 | 19.8 | 37.3 | 100 |
| Water supply; sewerage, waste management and remediation activities | 80.8 | 1.7 | 17.5 | 100 |
| Construction | 78.0 | 1.2 | 20.8 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 79.9 | 2.4 | 17.7 | 100 |
| Transportation and storage | 76.6 | 2.5 | 20.9 | 100 |
| Accommodation and food services activities | 77.9 | 9.3 | 12.9 | 100 |
| Information and communication | 89.3 | 0.4 | 10.3 | 100 |
| Financial and insurance activities | 65.8 | 5.7 | 28.5 | 100 |
| Real estate activities | 67.6 | 2.3 | 30.1 | 100 |
| Professional, Scientific and technical activities | 78.6 | 0.6 | 20.9 | 100 |
| Administrative and support service activities | 80.0 | 0.7 | 19.3 | 100 |
| Public administration and defense; compulsory social security | 72.3 | 3.4 | 24.3 | 100 |
| Education | 89.4 | 0.5 | 10.1 | 100 |
| Human health and social work activity | 79.9 | 0.3 | 19.8 | 100 |
| Art, entertainment and recreation | 77.3 | 6.9 | 15.7 | 100 |
| Other service activities | 83.5 | 1.5 | 15.0 | 100 |
| Total | 78.4 | 3.7 | 17.9 | 100 |

Table 5.3 shows that permanent employees contribute 58.5 percent of the total wage bill and only 3.7 percent of the wage bill was from free ration. Mining and quarrying industry spent more of its wage bill on salary (31.8 percent) of casual employees compared with other industries.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2021/22

| Industry | Salary | | | Free Ration | Other Benefit | Wage bill |
|--|-------------|-------------|------------|-------------|---------------|------------|
| | Permanent | Temporary | Casual | | | |
| Agriculture, forestry and fishing | 78.9 | 12.5 | 0.3 | 0.4 | 7.9 | 100 |
| Mining and Quarrying | 37.1 | 27.5 | 31.8 | 0.6 | 3.0 | 100 |
| Manufacturing | 26.1 | 45.5 | 3.8 | 1.0 | 23.6 | 100 |
| Electricity, gas, steam and air conditioning supply | 42.9 | 0 | 0 | 19.8 | 37.3 | 100 |
| Water supply; sewerage, waste management and remediation activities | 76.4 | 4.4 | 0 | 1.7 | 17.5 | 100 |
| Construction | 62.0 | 13.3 | 2.7 | 1.2 | 20.8 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 28.0 | 49.1 | 2.9 | 2.4 | 17.7 | 100 |
| Transportation and storage | 51.5 | 24.0 | 1.1 | 2.5 | 20.9 | 100 |
| Accommodation and food services activities | 13.9 | 62.8 | 1.1 | 9.3 | 12.9 | 100 |
| Information and communication | 82.3 | 6.5 | 0.5 | 0.4 | 10.3 | 100 |
| Financial and insurance activities | 51.1 | 14.6 | 0.1 | 5.7 | 28.5 | 100 |
| Real estate activities | 65.8 | 1.8 | 0 | 2.3 | 30.1 | 100 |
| Professional, Scientific and technical activities | 73.3 | 5.3 | 0 | 0.6 | 20.9 | 100 |
| Administrative and support service activities | 31.6 | 47.7 | 0.8 | 0.7 | 19.3 | 100 |
| Public administration and defense; compulsory social security | 69.9 | 2.4 | 0 | 3.4 | 24.3 | 100 |
| Education | 79.6 | 9.6 | 0.1 | 0.5 | 10.1 | 100 |
| Human health and social work activity | 65.4 | 13.0 | 1.6 | 0.3 | 19.8 | 100 |
| Art, entertainment and recreation | 66.7 | 10.3 | 0.3 | 6.9 | 15.7 | 100 |
| Other service activities | 61.6 | 21.9 | 0 | 1.5 | 15.0 | 100 |
| Total | 58.5 | 19.4 | 0.6 | 3.7 | 17.9 | 100 |

Table 5.4 shows that, 81.8 percent of the Government wage bill used for paying salaries and only 1.8 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 (97.7 percent), Education (93.2 percent) and Agriculture, forestry and fishing (90.6 percent).

Table 5. 4: Composition of Annual Wage Bill by Industry; 2021/22 – Government

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|---------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing | 90.6 | 0.4 | 9.0 | 100 |
| Manufacturing | 74.6 | 1.4 | 24.1 | 100 |
| Water supply; sewerage, waste management and remediation activities | 83.0 | 2.0 | 15.0 | 100 |
| Construction | 75.0 | 0.9 | 24.1 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 89.9 | 1.0 | 9.1 | 100 |
| Professional, Scientific and technical activities | 77.7 | 0.4 | 21.9 | 100 |
| Public administration and defence; compulsory social security | 71.8 | 3.7 | 24.5 | 100 |
| Education | 93.2 | 0.2 | 6.6 | 100 |
| Human health and social work activity | 80.3 | 0.1 | 19.6 | 100 |
| Art, entertainment and recreation | 75.6 | 6.5 | 17.9 | 100 |
| Other service activities | 97.6 | 0 | 2.4 | 100 |
| Total | 81.8 | 1.8 | 16.4 | 100 |

Table 5.5 shows that, 68.3 percent of the wage bill of the Government Parastatal sector was used for paying salaries and only 5.2 percent of the wage bill was used for free rations. Agriculture, forestry and fishing used 98.5 percent of their annual wage bill to pay salaries while Electricity, Gas, Steam and Air Conditioning Supply spent 42.9 percent of their wage bill for paying salaries.

Table 5. 5: Composition of Annual Wage Bill by Industry; 2021/22 – Government Parastatals

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|---------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing | 98.5 | 0 | 1.5 | 100 |
| Manufacturing | 50.1 | 0 | 49.9 | 100 |
| Electricity, gas, steam and air conditioning supply | 42.9 | 19.8 | 37.3 | 100 |
| Water supply; sewerage, waste management and remediation activities | 78.5 | 1.4 | 20.1 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 84.5 | 2.6 | 13.0 | 100 |
| Transportation and storage | 74.3 | 2.7 | 23.0 | 100 |
| Information and communication | 83.4 | 0 | 16.6 | 100 |
| Financial and insurance activities | 63.5 | 6.3 | 30.3 | 100 |
| Real estate activities | 67.0 | 2.4 | 30.6 | 100 |
| Professional, Scientific and technical activities | 80.2 | 1.2 | 18.6 | 100 |
| Public administration and defence; compulsory social security | 75.2 | 1.7 | 23.0 | 100 |
| Education | 81.1 | 0 | 18.9 | 100 |
| Art, entertainment and recreation | 82.1 | 4.6 | 13.3 | 100 |
| Total | 68.3 | 5.2 | 26.5 | 100 |

The results of Table 5.6 show that, 79.0 percent of the wage bill for the private sector was used for paying salaries and 5.7 percent of the wage bill was for free rations. Agriculture, forestry and fishing used 100 percent of their annual wage bill to pay salaries and do not provide free ration and other benefits to the staff.

Table 5. 6: Composition of Annual Wage Bill by Industry; 2021/22 – Private

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|---------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing | 100 | 0 | 0 | 100 |
| Mining and Quarrying | 96.3 | 0.6 | 3.0 | 100 |
| Manufacturing | 83.0 | 1.3 | 15.7 | 100 |
| Water supply; sewerage, waste management and remediation activities | 75.6 | 0 | 24.4 | 100 |
| Construction | 80.2 | 1.4 | 18.4 | 100 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 79.3 | 2.4 | 18.3 | 100 |
| Transportation and storage | 81.3 | 2.0 | 16.7 | 100 |
| Accommodation and food services activities | 77.9 | 9.3 | 12.9 | 100 |
| Information and communication | 95.2 | 0.9 | 3.9 | 100 |
| Financial and insurance activities | 79.8 | 2.3 | 17.9 | 100 |
| Real estate activities | 97.6 | 0 | 2.4 | 100 |
| Professional, Scientific and technical activities | 82.5 | 0.3 | 17.2 | 100 |
| Administrative and support service activities | 80.0 | 0.7 | 19.3 | 100 |
| Education | 77.6 | 2.1 | 20.4 | 100 |
| Human health and social work activity | 79.1 | 0.8 | 20.2 | 100 |
| Art, entertainment and recreation | 80.4 | 10.0 | 9.6 | 100 |
| Other service activities | 82.6 | 1.6 | 15.8 | 100 |
| Total | 79.0 | 5.7 | 15.3 | 100 |

CHAPTER SIX: NEW EMPLOYEES

6.0 Introduction

This chapter shows the information of new employees employed in a financial year of 2021/22. The results from analysis based on sector, industry, education level, subject of training and citizenship. Also, it shows their starting salaries per month.

6.1 New Employees

The results from Table 6.1 show that, the total number of new employees in 2021/22 was 1,780 employees of whom 991 employees were male and 789 employees were female.

The proportion of new male employees was higher (55.7 percent) than the proportion of female (44.3 percent). Both Government, Government parastatals and private sectors employed more male than female employees.

Table 6. 1: Distribution of New Employees by Sector and Sex; 2021/22

| Sector | Number of Employees | | | Sex distribution | | |
|-----------------------|---------------------|------------|--------------|------------------|-------------|------------|
| | Male | Female | Total | Male | Female | Total |
| Government | 102 | 59 | 161 | 63.4 | 36.6 | 100 |
| Government Parastatal | 29 | 8 | 37 | 78.4 | 21.6 | 100 |
| Private | 860 | 722 | 1,582 | 54.4 | 45.6 | 100 |
| Total | 991 | 789 | 1,780 | 55.7 | 44.3 | 100 |

Table 6.2 shows that, the total number of new employees in 2021/22 decreased to 1,780 employees from 3,587 employees in 2020/21. Proportion of new employees employed in private sector was higher (89 percent) than other sectors. New employees employed in both Government and Parastatal sectors decreased from 62 percent and ten percent respectively in 2020/21 to nine percent and two percent respectively in 2021/22.

Table 6. 2: Percentage Distribution of New Employees by Sector and Sex; 2020/21 and 2021/22

| Sector | 2020/21 | | | 2021/2022 | | |
|-----------------------|--------------|--------------|--------------|------------|------------|--------------|
| | Male | Female | Total | Male | Female | Total |
| Government | 54.1 | 69.0 | 61.8 | 10.3 | 7.5 | 9.0 |
| Government Parastatal | 12.5 | 7.3 | 9.8 | 2.9 | 1.0 | 2.1 |
| Private | 33.4 | 23.7 | 28.4 | 86.8 | 91.5 | 88.9 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 1,735 | 1,852 | 3,587 | 991 | 789 | 1,780 |

Table 6.3 shows that there was high variation within industries whereby out of the total new employees, accommodation and food services activities depicts the highest number of 797 new employees followed by education with 503 new employees, and human health and social work activity with 121 new employees. There were more males (991employees) than female (789 employees).

Table 6. 3: Number of New Employees by Industry and Sex; 2021/22

| Industry | Male | Female | Total |
|--|-------------|---------------|--------------|
| Agriculture, forestry and fishing | 35 | 24 | 59 |
| Mining and Quarrying | 0 | 0 | 0 |
| Manufacturing | 9 | 3 | 12 |
| Electricity, gas, steam and air conditioning supply | 0 | 0 | 0 |
| Water supply; sewerage, waste management and remediation activities | 24 | 24 | 48 |
| Construction | 14 | 4 | 18 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 36 | 22 | 58 |
| Transportation and storage | 11 | 3 | 14 |
| Accommodation and food services activities | 462 | 335 | 797 |
| Information and communication | 1 | 1 | 2 |
| Financial and insurance activities | 7 | 5 | 12 |
| Real estate activities | 0 | 0 | 0 |
| Professional, Scientific and technical activities | 2 | 2 | 4 |
| Administrative and support service activities | 26 | 13 | 39 |
| Public administration and defense; compulsory social security | 48 | 27 | 75 |
| Education | 236 | 267 | 503 |
| Human health and social work activity | 70 | 51 | 121 |
| Art, entertainment and recreation | 6 | 4 | 10 |
| Other service activities | 4 | 4 | 8 |
| Total | 991 | 789 | 1,780 |

The findings from Table 6.4 reveal that about one third (34.6 percent) of new employees had attained certificate level. The proportion of male new employee with certificate was higher (33.8 percent) followed by employees with ordinary level (22.6 percent) and tertiary university (19.2 percent). New female employees follow the same pattern.

Table 6. 4: Distribution of New Employees by Education level and Sex; 2021/22

| Education Level | Number | | | Percent | | |
|-------------------------|------------|------------|--------------|------------|------------|------------|
| | Male | Female | Total | Male | Female | Total |
| Tertiary university | 190 | 128 | 318 | 19.2 | 16.2 | 17.9 |
| Tertiary Non-University | 34 | 27 | 61 | 3.4 | 3.4 | 3.4 |
| Certificate | 335 | 280 | 615 | 33.8 | 35.5 | 34.6 |
| Vocational Education | 88 | 77 | 165 | 8.9 | 9.8 | 9.3 |
| Secondary A level | 20 | 20 | 40 | 2.0 | 2.5 | 2.2 |
| Secondary O level | 224 | 202 | 426 | 22.6 | 25.6 | 23.9 |
| Primary Education | 100 | 55 | 155 | 10.1 | 7.0 | 8.7 |
| Total | 991 | 789 | 1,780 | 100 | 100 | 100 |

Table 6.5 reveals that, 97.5 percent of new employees were citizen of Tanzania; and the proportion of both male and female new employees were almost equal (96.9 percent and 98.4 percent respectively) and very few non-citizens were employed (2.4 percent).

Table 6. 5: Distribution of New Employees by Citizenship and Sex; 2021/22

| Citizenship | Number | | | Percent | | |
|--------------|------------|------------|--------------|------------|------------|------------|
| | Male | Female | Total | Male | Female | Total |
| Tanzania | 960 | 776 | 1,736 | 96.9 | 98.4 | 97.5 |
| Kenya | 3 | 4 | 7 | 0.3 | 0.5 | 0.4 |
| Uganda | 6 | 0 | 6 | 0.6 | 0 | 0.3 |
| Others | 22 | 9 | 31 | 2.2 | 1.1 | 1.7 |
| Total | 991 | 789 | 1,780 | 100 | 100 | 100 |

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

Table 6.6 depicts that, high proportion of new employees started work with salary between TZS 300,000 and 399,999 (42.3 percent). Very few of new employees started working with salary between TZS 200,000 and 299,999 (7.5 percent). About two in every ten of new employees (21.9 percent) were able to start work with a salary of TZS 500,000 and above.

Table 6. 6: Distribution of New Employees by Starting Salary and Sex; 2021/22

| Starting Salary | Number | | | Percent | | |
|-------------------|------------|------------|--------------|------------|------------|------------|
| | Male | Female | Total | Male | Female | Total |
| Under 200,000 | 163 | 156 | 504 | 16.4 | 19.8 | 17.9 |
| 200,000 - 299,999 | 62 | 72 | 134 | 6.3 | 9.1 | 7.5 |
| 300,000 - 399,999 | 420 | 333 | 753 | 42.4 | 42.2 | 42.3 |
| 400,000 - 499,999 | 116 | 68 | 184 | 11.7 | 8.6 | 10.3 |
| 500,000 + | 230 | 160 | 390 | 23.2 | 20.3 | 21.9 |
| Total | 991 | 789 | 1,780 | 100 | 100 | 100 |

Table 6.7 shows that, most of new employees have specialized in education (370 employees) of whom 168 were male and 202 were female employees, followed by service trader's programs (181 employees) and medical and health related programs (129 employees) compared with other programs.

Table 6. 7: Number of New Employees by Subject of Training and Sex; 2021/22

| Subject of Training | Male | Female | Total |
|---|-------------|---------------|--------------|
| Not stated | 345 | 331 | 676 |
| General Training Programs | 38 | 25 | 63 |
| Education Training | 168 | 202 | 370 |
| Fine and Applied Art Programs | 1 | 1 | 2 |
| Social and Behavior Science Programs | 6 | 8 | 14 |
| Commercial, Clerical, Business and Public Administration Programs | 64 | 43 | 107 |
| Programs in Law | 2 | 1 | 3 |
| Natural Science Programs | 15 | 13 | 28 |
| Mathematics and Computer Science Programs | 15 | 7 | 22 |
| Medical and Health Related Programs | 78 | 51 | 129 |
| Construction Trades Programs | 6 | - | 6 |
| Other Craft, Trade and Industrial Programs | 31 | 6 | 37 |
| Engineering and Allied programs | 3 | 3 | 6 |
| Architectural and Town Planning Programs | 2 | 1 | 3 |
| Agriculture, Forestry and Fishery Programs | 8 | - | 8 |
| Home Economics and Domestic Science Programs | 27 | 26 | 53 |
| Transport and Communication Programs | 32 | 3 | 35 |
| Service Trades Programs | 129 | 52 | 181 |
| Programs in Mass Communication and Documentation | 7 | 2 | 9 |
| Other Programs | 14 | 14 | 28 |
| Total | 991 | 789 | 1,780 |

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

7.0 Introduction

This chapter shows the number of new vacancies available in various sectors and education level. Also, it shows the number of retired employees and fired or quitted employees.

7.1 New Vacancies

The findings reveal that, Government sector had the largest proportion of new vacancies (85.6 percent) compared to other sectors, Figure 7.1

Figure 7. 1: Percentage Distribution of New Vacancies by Sector; 2021/22

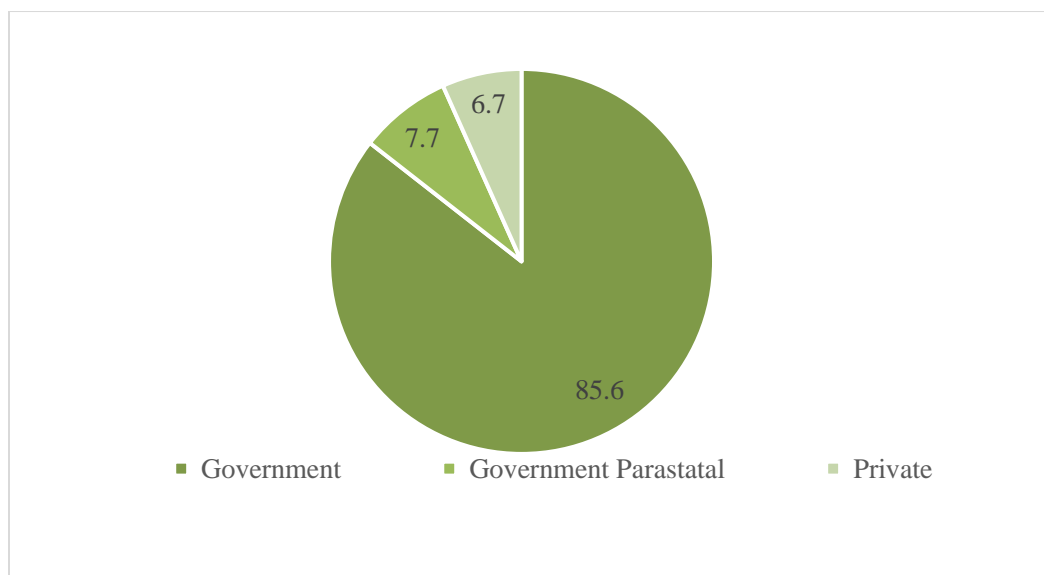


Table 7.1 shows that, both education and public administration and defense; compulsory social security industries have largest number of new vacancies (40 percent each) followed by water supply; sewerage, waste management and remediation activities with 3.6 percent.

Table 7. 1: Distribution of New Vacancies by Industry; 2021/22

| Industry | Number | Percentage |
|--|---------------|-------------------|
| Agriculture, forestry and fishing | 124 | 3.2 |
| Mining and Quarrying | 0 | 0 |
| Manufacturing | 4 | 0.1 |
| Electricity, gas, steam and air conditioning supply | 2 | 0.1 |
| Water supply; sewerage, waste management and remediation activities | 142 | 3.6 |
| Construction | 23 | 0.6 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 52 | 1.3 |
| Transportation and storage | 4 | 0.1 |
| Accommodation and food services activities | 119 | 3.0 |
| Information and communication | 65 | 1.7 |
| Financial and insurance activities | 22 | 0.6 |
| Real estate activities | 21 | 0.5 |
| Professional, Scientific and technical activities | 77 | 2.0 |
| Administrative and support service activities | 27 | 0.7 |
| Public administration and defense; compulsory social security | 1,570 | 40.1 |
| Education | 1,574 | 40.2 |
| Human health and social work activity | 16 | 0.4 |
| Art, entertainment and recreation | 67 | 1.7 |
| Other service activities | 3 | 0.1 |
| Total | 3,912 | 100 |

Table 7.2 reveals that out of 3,347 new vacancies in Government sector, 1,477 vacancies were in education followed by public administration and defense; compulsory social security with 1,455 vacancies.

In the Government parastatal sector, public administration and defense; compulsory social security was a leading industry with 115 vacancies followed by Information and communication accounting for 65 vacancies.

In the private sector, Accommodation and food services activities had the highest proportion of new vacancies with 119 vacancies.

Table 7. 2: Total Number of New Vacancies by Industry and Sector; 2021/22

| Industry | Government | Government Parastatal | Private | Total |
|--|-------------------|----------------------------------|----------------|--------------|
| Agriculture, forestry and fishing | 124 | 0 | 0 | 124 |
| Manufacturing | 0 | 4 | 0 | 4 |
| Electricity, gas, steam and air conditioning supply | 0 | 2 | 0 | 2 |
| Water supply; sewerage, waste management and remediation activities | 114 | 28 | 0 | 142 |
| Construction | 21 | 0 | 2 | 23 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 8 | 39 | 5 | 52 |
| Transportation and storage | 0 | 4 | 0 | 4 |
| Accommodation and food services activities | 0 | 0 | 119 | 119 |
| Information and communication | 0 | 65 | 0 | 65 |
| Financial and insurance activities | 0 | 19 | 3 | 22 |
| Real estate activities | 0 | 21 | 0 | 21 |
| Professional, Scientific and technical activities | 75 | 0 | 2 | 77 |
| Administrative and support service activities | 0 | 0 | 27 | 27 |
| Public administration and defense; compulsory social security | 1,455 | 115 | 0 | 1,570 |
| Education | 1,477 | 0 | 97 | 1,574 |
| Human health and social work activity | 12 | | 4 | 16 |
| Art, entertainment and recreation | 61 | 6 | 0 | 67 |
| Other service activities | 0 | 0 | 3 | 3 |
| Total | 3,347 | 303 | 262 | 3,912 |

7.2 Retired and Fired/Quit Employees

The result shows that, the total number of retired employees in 2021/22 was 632 persons of whom 430 persons were in the Government sector, 95 persons in Government parastatals and 107 persons in the private sector.

On the other hand, more male employees were retired compared to female employees in all sectors, Table 7.3.

Table 7. 3: Number of Retired Employees by Sector and Sex; 2021/22

| Sector | Male | Female | Total |
|-----------------------|------------|------------|------------|
| Government | 263 | 167 | 430 |
| Government Parastatal | 76 | 19 | 95 |
| Private | 80 | 27 | 107 |
| Total | 419 | 213 | 632 |

Table 7.4 shows that, the total number of fired/quit employees in 2021/22 was 298 out of whom 146 were male and 152 were female. There are slight differences in proportions of male and female employees fired/quit in all sectors.

Table 7. 4: Number of Fired/Quit Employees by Sector and Sex; 2021/22

| Sector | Male | Female | Total |
|-----------------------|------------|------------|------------|
| Government | 7 | 6 | 13 |
| Government Parastatal | 4 | 1 | 5 |
| Private | 135 | 145 | 280 |
| Total | 146 | 152 | 298 |

APPENDIXES

Appendix 1: Tables

Table 2. 1. 2: Number of Total Employment by Sector and Sex; 2021/22

| Sector | Male | Female | Total |
|-----------------------|---------------|---------------|---------------|
| Government | 15,541 | 21,648 | 37,189 |
| Government Parastatal | 4,522 | 2,365 | 6,887 |
| Private | 15,949 | 8,607 | 24,556 |
| Total | 36,012 | 32,620 | 68,632 |

Table 2. 2.2: Number of Youth (15-35 years) employees by Sector, Type of Contract and Sex, 2021/22

| Sector | Permanent | | | Temporary | | | Casual | | | Total | | |
|-----------------------|--------------|--------------|---------------|--------------|--------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 4,437 | 6,856 | 11,293 | 120 | 118 | 238 | - | - | - | 4,557 | 6,974 | 11,531 |
| Government Parastatal | 907 | 628 | 1,535 | 422 | 194 | 616 | 8 | 7 | 15 | 1,337 | 829 | 2,166 |
| Private | 2,439 | 1,168 | 3,607 | 6,568 | 4,454 | 11,022 | 537 | 294 | 831 | 9,544 | 5,916 | 15,460 |
| Total | 7,783 | 8,652 | 16,435 | 7,110 | 4,766 | 11,876 | 545 | 301 | 846 | 15,438 | 13,719 | 29,157 |

Table 2. 3.2: Number of Adult (36+ years) employees by Sector, Type of Contract and Sex, 2021/22

| Sector | Permanent | | | Temporary | | | Casual | | | Total | | |
|-----------------------|---------------|---------------|---------------|--------------|--------------|--------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 10,498 | 14,506 | 25,004 | 486 | 168 | 654 | - | - | - | 10,984 | 14,674 | 25,658 |
| Government Parastatal | 3,000 | 1,442 | 4,442 | 140 | 77 | 217 | 45 | 17 | 62 | 3,185 | 1,536 | 4,721 |
| Private | 1,374 | 609 | 1,983 | 4,788 | 1,954 | 6,742 | 243 | 128 | 371 | 6,405 | 2,691 | 9,096 |
| Total | 14,872 | 16,557 | 31,429 | 5,414 | 2,199 | 7,613 | 288 | 145 | 433 | 20,574 | 18,901 | 39,475 |

Table 2. 4.2: Number of Employment by Sector, Types of Contract and Sex; 2021/22

| Sector | Permanent | | | Temporary | | | Casual | | | Total | | |
|--------------------------|------------------|---------------|---------------|------------------|---------------|---------------|---------------|---------------|--------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 14,935 | 21,362 | 36,297 | 606 | 286 | 892 | - | - | - | 15,541 | 21,648 | 37,189 |
| Government Parastatal | 3,907 | 2,070 | 5,977 | 562 | 271 | 833 | 53 | 24 | 77 | 4,522 | 2,365 | 6,887 |
| Private | 3,813 | 1,777 | 5,590 | 11,356 | 6,408 | 17,764 | 780 | 422 | 1,202 | 15,949 | 8,607 | 24,556 |
| Total | 22,655 | 25,209 | 47,864 | 12,524 | 6,965 | 19,489 | 833 | 446 | 1,279 | 36,012 | 32,620 | 68,632 |

Table 2.5.2: Number of Employees Profession by Sector, Citizenship and Sex; 2021/22

| 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 | 361 | 158 | 5,764 | 6,509 | 4,872 | 11,094 | 4,540 | 3,883 | 2 | 2 | 2 | 2 | - | - | - | - |
| Government Parastatal | 152 | 79 | 1,261 | 805 | 1,766 | 996 | 1,271 | 450 | 6 | - | 5 | 2 | 8 | 9 | - | - |
| Private | 1,203 | 558 | 1,743 | 1,214 | 7,395 | 4,566 | 4,305 | 1,630 | 242 | 107 | 198 | 80 | 75 | 28 | 8 | 2 |
| Total | 1,716 | 795 | 8,768 | 8,528 | 14,033 | 16,656 | 10,116 | 5,963 | 250 | 109 | 205 | 84 | 83 | 37 | 8 | 2 |

Table 2. 6.2: Number of Employment by Sector, Citizenship and Sex; 2021/22

| Sector | Citizen | | | Noncitizen | | | Total | | |
|-----------------------|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 15,537 | 21,644 | 37,181 | 4 | 4 | 8 | 15,541 | 21,648 | 37,189 |
| Government Parastatal | 4,503 | 2,354 | 6,857 | 19 | 11 | 30 | 4,522 | 2,365 | 6,887 |
| Private | 15,426 | 8,390 | 23,816 | 523 | 217 | 740 | 15,949 | 8,607 | 24,556 |
| Total | 35,466 | 32,388 | 67,854 | 546 | 232 | 778 | 36,012 | 32,620 | 68,632 |

Table 2. 7.2: Percentage Distribution of Employees by Industry and Sex; 2020/21 and 2021/22

| Industry | 2020/2021 | | | 2021/2022 | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 3.6 | 3.2 | 3.4 | 1.9 | 1.7 | 1.8 |
| Mining and Quarrying | 0.4 | 0.2 | 0.3 | 0.2 | 0.2 | 0.2 |
| Manufacturing | 2.7 | 0.9 | 1.8 | 2.8 | 0.7 | 1.8 |
| Electricity, gas, steam and air conditioning supply | 2.0 | 0.5 | 1.3 | 1.8 | 0.4 | 1.2 |
| Water supply; sewerage, waste management and remediation activities | 4.9 | 3.7 | 4.3 | 4.1 | 2.4 | 3.3 |
| Construction | 4.9 | 0.6 | 2.9 | 3.4 | 0.6 | 2.1 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 2.5 | 1.4 | 2.0 | 2.7 | 1.4 | 2.1 |
| Transportation and storage | 5.7 | 2.8 | 4.3 | 4.7 | 2.4 | 3.6 |
| Accommodation and food services activities | 19.1 | 10.0 | 14.7 | 21.6 | 11.9 | 17.0 |
| Information and communication | 1.1 | 1.0 | 1.1 | 1.0 | 0.9 | 1.0 |
| Financial and insurance activities | 1.6 | 1.2 | 1.4 | 1.7 | 1.2 | 1.5 |
| Real estate activities | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 |
| Professional, Scientific and technical activities | 2.0 | 1.4 | 1.7 | 1.6 | 1.2 | 1.4 |
| Administrative and support service activities | 2.7 | 0.2 | 1.5 | 5.2 | 0.6 | 3.0 |
| Public administration and defense; compulsory social security | 18.2 | 16.5 | 17.4 | 20.3 | 22.0 | 21.1 |
| Education | 20.3 | 43.9 | 31.6 | 19.8 | 41.5 | 30.1 |
| Human health and social work activity | 7.0 | 11.5 | 9.1 | 6.0 | 9.7 | 7.8 |
| Art, entertainment and recreation | 0.7 | 0.6 | 0.7 | 0.7 | 0.7 | 0.7 |
| Other service activities | 0.5 | 0.2 | 0.3 | 0.4 | 0.2 | 0.3 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 |
| Total Number | 34,858 | 31,799 | 66,657 | 36,012 | 32,620 | 68,632 |

Table 2. 8.2: Number of Total Employees by Industry, Age Group and Sex, 2021/22

| Industry | Youth (Age 15-35) | | | Adult (Age 36+) | | | Total | | |
|--|-------------------|---------------|---------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 141 | 171 | 312 | 526 | 387 | 913 | 667 | 558 | 1,225 |
| Mining and Quarrying | 48 | 21 | 69 | 23 | 40 | 63 | 71 | 61 | 132 |
| Manufacturing | 556 | 91 | 647 | 457 | 146 | 603 | 1,013 | 237 | 1,250 |
| Electricity, gas, steam and air conditioning supply | 217 | 55 | 272 | 442 | 90 | 532 | 659 | 145 | 804 |
| Water supply; sewerage, waste management and remediation activities | 502 | 417 | 919 | 986 | 364 | 1,350 | 1,488 | 781 | 2,269 |
| Construction | 418 | 60 | 478 | 812 | 134 | 946 | 1,230 | 194 | 1,424 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 455 | 230 | 685 | 530 | 218 | 748 | 985 | 448 | 1,433 |
| Transportation and storage | 685 | 334 | 1,019 | 1,001 | 435 | 1,436 | 1,686 | 769 | 2,455 |
| Accommodation and food services activities | 5,276 | 2,827 | 8,103 | 2,500 | 1,064 | 3,564 | 7,776 | 3,891 | 11,667 |
| Information and communication | 166 | 106 | 272 | 209 | 187 | 396 | 375 | 293 | 668 |
| Financial and insurance activities | 253 | 205 | 458 | 349 | 193 | 542 | 602 | 398 | 1,000 |
| Real estate activities | 14 | 14 | 28 | 27 | 25 | 52 | 41 | 39 | 80 |
| Professional, Scientific and technical activities | 149 | 144 | 293 | 412 | 256 | 668 | 561 | 400 | 961 |
| Administrative and support service activities | 582 | 118 | 700 | 1,293 | 85 | 1,378 | 1,875 | 203 | 2,078 |
| Public administration and defense; compulsory social security | 2,333 | 2,843 | 5,176 | 4,973 | 4,332 | 9,305 | 7,306 | 7,175 | 14,481 |
| Education | 2,370 | 4,101 | 6,471 | 4,765 | 9,450 | 14,215 | 7,135 | 13,551 | 20,686 |
| Human health and social work activity | 1,137 | 1,839 | 2,976 | 1,030 | 1,326 | 2,356 | 2,167 | 3,165 | 5,332 |
| Art, entertainment and recreation | 84 | 108 | 192 | 162 | 131 | 293 | 246 | 239 | 485 |
| Other service activities | 52 | 35 | 87 | 77 | 38 | 115 | 129 | 73 | 202 |
| Total | 15,438 | 13,719 | 29,157 | 20,574 | 18,901 | 39,475 | 36,012 | 32,620 | 68,632 |

Table 2. 9.2: Number of Total Employment by Industry, Sector and Sex; 2021/22

| Industry | Government | | | Government Parastatal | | | Private | | | Total | | |
|--|---------------|---------------|---------------|-----------------------|--------------|--------------|---------------|--------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 592 | 463 | 1,055 | 19 | 2 | 21 | 56 | 93 | 149 | 667 | 558 | 1,225 |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 71 | 61 | 132 | 71 | 61 | 132 |
| Manufacturing | 63 | 21 | 84 | 60 | 26 | 86 | 890 | 190 | 1,080 | 1,013 | 237 | 1,250 |
| Electricity, gas, steam and air conditioning supply | 0 | 0 | 0 | 659 | 145 | 804 | 0 | 0 | 0 | 659 | 145 | 804 |
| Water supply; sewerage, waste management and remediation activities | 629 | 557 | 1,186 | 806 | 128 | 934 | 53 | 96 | 149 | 1,488 | 781 | 2,269 |
| Construction | 604 | 122 | 726 | | | | 626 | 72 | 698 | 1,230 | 194 | 1,424 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 11 | 3 | 14 | 107 | 23 | 130 | 867 | 422 | 1,289 | 985 | 448 | 1,433 |
| Transportation and storage | 0 | 0 | 0 | 932 | 596 | 1,528 | 754 | 173 | 927 | 1,686 | 769 | 2,455 |
| Accommodation and food services activities | 0 | 0 | 0 | 0 | 0 | 0 | 7,776 | 3,891 | 11,667 | 7,776 | 3,891 | 11,667 |
| Information and communication | 0 | 0 | 0 | 209 | 225 | 434 | 166 | 68 | 234 | 375 | 293 | 668 |
| Financial and insurance activities | 0 | 0 | 0 | 473 | 331 | 804 | 129 | 67 | 196 | 602 | 398 | 1,000 |
| Real estate activities | 0 | 0 | 0 | 37 | 36 | 73 | 4 | 3 | 7 | 41 | 39 | 80 |
| Professional, Scientific and technical activities | 476 | 349 | 825 | 52 | 21 | 73 | 33 | 30 | 63 | 561 | 400 | 961 |
| Administrative and support service activities | 0 | 0 | 0 | 0 | 0 | 0 | 1,875 | 203 | 2,078 | 1,875 | 203 | 2,078 |
| Public administration and defense; compulsory social security | 6,665 | 6,709 | 13,374 | 641 | 466 | 1,107 | 0 | 0 | 0 | 7,306 | 7,175 | 14,481 |
| Education | 4,722 | 10,645 | 15,367 | 501 | 331 | 832 | 1,912 | 2,575 | 4,487 | 7,135 | 13,551 | 20,686 |
| Human health and social work activity | 1,610 | 2,605 | 4,215 | 0 | 0 | 0 | 557 | 560 | 1,117 | 2,167 | 3,165 | 5,332 |
| Art, entertainment and recreation | 167 | 170 | 337 | 26 | 35 | 61 | 53 | 34 | 87 | 246 | 239 | 485 |
| Other service activities | 2 | 4 | 6 | 0 | 0 | 0 | 127 | 69 | 196 | 129 | 73 | 202 |
| Total | 15,541 | 21,648 | 37,189 | 4,522 | 2,365 | 6,887 | 15,949 | 8,607 | 24,556 | 36,012 | 32,620 | 68,632 |

Table 2.10.2: Number of Employment by Industry, Types of Contract and Sex; 2021/22 - Government

| Industry | Permanent | | | Temporary | | | Total | | |
|--|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 592 | 463 | 1,055 | 0 | 0 | 0 | 592 | 463 | 1,055 |
| Manufacturing | 63 | 21 | 84 | 0 | 0 | 0 | 63 | 21 | 84 |
| Water supply; sewerage, waste management and remediation activities | 586 | 536 | 1,122 | 43 | 21 | 64 | 629 | 557 | 1,186 |
| Construction | 604 | 122 | 726 | 0 | 0 | 0 | 604 | 122 | 726 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 11 | 3 | 14 | 0 | 0 | 0 | 11 | 3 | 14 |
| Professional, Scientific and technical activities | 476 | 349 | 825 | 0 | 0 | 0 | 476 | 349 | 825 |
| Public administration and defense; compulsory social security | 6,186 | 6,556 | 12,742 | 479 | 153 | 632 | 6,665 | 6,709 | 13,374 |
| Education | 4,679 | 10,631 | 15,310 | 43 | 14 | 57 | 4,722 | 10,645 | 15,367 |
| Human health and social work activity | 1,570 | 2,507 | 4,077 | 40 | 98 | 138 | 1,610 | 2,605 | 4,215 |
| Art, entertainment and recreation | 167 | 170 | 337 | 0 | 0 | 0 | 167 | 170 | 337 |
| Other service activities | 1 | 4 | 5 | 1 | 0 | 1 | 2 | 4 | 6 |
| Total | 14,935 | 21,362 | 36,297 | 606 | 286 | 892 | 15,541 | 21,648 | 37,189 |

Table 2.11.2: Number of Employment by Industry, Types of Contract and Sex; 2021/22 – Government Parastatal

| Industry | Permanent | | | Temporary | | | Casual | | | Total | | |
|--|--------------|--------------|--------------|------------|------------|------------|-----------|-----------|-----------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 0 | 0 | 0 | 19 | 2 | 21 | - | - | - | 19 | 2 | 21 |
| Manufacturing | 60 | 26 | 86 | 0 | 0 | 0 | - | - | - | 60 | 26 | 86 |
| Electricity, gas, steam and air conditioning supply | 659 | 145 | 804 | 0 | 0 | 0 | - | - | - | 659 | 145 | 804 |
| Water supply; sewerage, waste management and remediation activities | 647 | 111 | 758 | 159 | 17 | 176 | - | - | - | 806 | 128 | 934 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 107 | 23 | 130 | 0 | 0 | 0 | - | - | - | 107 | 23 | 130 |
| Transportation and storage | 651 | 489 | 1,140 | 228 | 83 | 311 | 53 | 24 | 77 | 932 | 596 | 1,528 |
| Information and communication | 207 | 222 | 429 | 2 | 3 | 5 | - | - | - | 209 | 225 | 434 |
| Financial and insurance activities | 346 | 181 | 527 | 127 | 150 | 277 | - | - | - | 473 | 331 | 804 |
| Real estate activities | 37 | 36 | 73 | - | - | - | - | - | - | 37 | 36 | 73 |
| Professional, Scientific and technical activities | 40 | 19 | 59 | 12 | 2 | 14 | - | - | - | 52 | 21 | 73 |
| Public administration and defense; compulsory social security | 632 | 462 | 1,094 | 9 | 4 | 13 | - | - | - | 641 | 466 | 1,107 |
| Education | 495 | 321 | 816 | 6 | 10 | 16 | - | - | - | 501 | 331 | 832 |
| Art, entertainment and recreation | 26 | 35 | 61 | - | - | - | - | - | - | 26 | 35 | 61 |
| Total | 3,907 | 2,070 | 5,977 | 562 | 271 | 833 | 53 | 24 | 77 | 4,522 | 2,365 | 6,887 |

Table 2.12.2: Number of Employment by Industry, Types of Contract and Sex; 2021/22 – Private

| Industry | Permanent | | | Temporary | | | Casual | | | Total | | |
|--|--------------|--------------|--------------|---------------|--------------|---------------|------------|------------|--------------|---------------|--------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 0 | 0 | 0 | 51 | 93 | 144 | 5 | 0 | 5 | 56 | 93 | 149 |
| Mining and Quarrying | 4 | 2 | 6 | 42 | 9 | 51 | 25 | 50 | 75 | 71 | 61 | 132 |
| Manufacturing | 255 | 36 | 291 | 500 | 144 | 644 | 135 | 10 | 145 | 890 | 190 | 1,080 |
| Water supply; sewerage, waste management and remediation activities | 0 | 0 | 0 | 53 | 96 | 149 | 0 | 0 | 0 | 53 | 96 | 149 |
| Construction | 266 | 40 | 306 | 287 | 24 | 311 | 73 | 8 | 81 | 626 | 72 | 698 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 147 | 40 | 187 | 635 | 365 | 1,000 | 85 | 17 | 102 | 867 | 422 | 1,289 |
| Transportation and storage | 344 | 104 | 448 | 404 | 67 | 471 | 6 | 2 | 8 | 754 | 173 | 927 |
| Accommodation and food services activities | 1,232 | 563 | 1,795 | 6,322 | 3,175 | 9,497 | 222 | 153 | 375 | 7,776 | 3,891 | 11,667 |
| Information and communication | 83 | 44 | 127 | 76 | 15 | 91 | 7 | 9 | 16 | 166 | 68 | 234 |
| Financial and insurance activities | 107 | 49 | 156 | 21 | 15 | 36 | 1 | 3 | 4 | 129 | 67 | 196 |
| Real estate activities | 0 | 0 | 0 | 4 | 3 | 7 | 0 | 0 | 0 | 4 | 3 | 7 |
| Professional, Scientific and technical activities | 27 | 22 | 49 | 6 | 8 | 14 | 0 | 0 | 0 | 33 | 30 | 63 |
| Administrative and support service activities | 537 | 92 | 629 | 1,311 | 105 | 1,416 | 27 | 6 | 33 | 1,875 | 203 | 2,078 |
| Education | 538 | 568 | 1,106 | 1,327 | 1,971 | 3,298 | 47 | 36 | 83 | 1,912 | 2,575 | 4,487 |
| Human health and social work activity | 181 | 166 | 347 | 232 | 266 | 498 | 144 | 128 | 272 | 557 | 560 | 1,117 |
| Art, entertainment and recreation | 17 | 0 | 17 | 33 | 34 | 67 | 3 | 0 | 3 | 53 | 34 | 87 |
| Other service activities | 75 | 51 | 126 | 52 | 18 | 70 | 0 | 0 | 0 | 127 | 69 | 196 |
| Total | 3,813 | 1,777 | 5,590 | 11,356 | 6,408 | 17,764 | 780 | 422 | 1,202 | 15,949 | 8,607 | 24,556 |

Table 2.13.2: Number of Total Employment by Industry, Citizenship and Sex; 2021/22

| Industry | Citizen | | | Noncitizen | | | Total | | |
|--|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 667 | 558 | 1,225 | 0 | 0 | 0 | 667 | 558 | 1,225 |
| Mining and Quarrying | 70 | 61 | 131 | 1 | 0 | 1 | 71 | 61 | 132 |
| Manufacturing | 985 | 233 | 1,218 | 28 | 4 | 32 | 1,013 | 237 | 1,250 |
| Electricity, gas, steam and air conditioning supply | 659 | 145 | 804 | 0 | 0 | 0 | 659 | 145 | 804 |
| Water supply; sewerage, waste management and remediation activities | 1,488 | 781 | 2,269 | 0 | 0 | 0 | 1,488 | 781 | 2,269 |
| Construction | 1,209 | 194 | 1,403 | 21 | 0 | 21 | 1,230 | 194 | 1,424 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 935 | 445 | 1,380 | 50 | 3 | 53 | 985 | 448 | 1,433 |
| Transportation and storage | 1,666 | 768 | 2,434 | 20 | 1 | 21 | 1,686 | 769 | 2,455 |
| Accommodation and food services activities | 7,428 | 3,743 | 11,171 | 348 | 148 | 496 | 7,776 | 3,891 | 11,667 |
| Information and communication | 375 | 293 | 668 | 0 | 0 | 0 | 375 | 293 | 668 |
| Financial and insurance activities | 602 | 398 | 1,000 | 0 | 0 | 0 | 602 | 398 | 1,000 |
| Real estate activities | 41 | 39 | 80 | 0 | 0 | 0 | 41 | 39 | 80 |
| Professional, Scientific and technical activities | 551 | 398 | 949 | 10 | 2 | 12 | 561 | 400 | 961 |
| Administrative and support service activities | 1,872 | 197 | 2,069 | 3 | 6 | 9 | 1,875 | 203 | 2,078 |
| Public administration and defense; compulsory social security | 7,305 | 7,175 | 14,480 | 1 | 0 | 1 | 7,306 | 7,175 | 14,481 |
| Education | 7,089 | 13,489 | 20,578 | 46 | 62 | 108 | 7,135 | 13,551 | 20,686 |
| Human health and social work activity | 2,157 | 3,159 | 5,316 | 10 | 6 | 16 | 2,167 | 3,165 | 5,332 |
| Art, entertainment and recreation | 238 | 239 | 477 | 8 | 0 | 8 | 246 | 239 | 485 |
| Other service activities | 129 | 73 | 202 | 0 | 0 | 0 | 129 | 73 | 202 |
| Total | 35,466 | 32,388 | 67,854 | 546 | 232 | 778 | 36,012 | 32,620 | 68,632 |

Table 3.1.3 Total Number of Regular Citizen Employees by Wage Group and Sex; 2021/22

| Wage Group | Male | Female | Total |
|-----------------|---------------|---------------|---------------|
| Under 200,000 | 19 | 49 | 68 |
| 200,000-299,999 | 184 | 126 | 310 |
| 300,000-399,999 | 8,596 | 9,047 | 17,643 |
| 400,000-499,999 | 3,471 | 5,818 | 9,289 |
| 500,000-599,999 | 3,251 | 3,613 | 6,864 |
| 600,000 + | 6,967 | 6,496 | 13,463 |
| Total | 22,488 | 25,149 | 47,637 |

Table 3.2.3: Total Number of Regular Citizen Employees by Wage Group, Sector and Sex; 2021/22

| Wage Group | Government | | | Government Parastatal | | | Private | | | Total | | |
|------------------|--------------|--------------|--------------|-----------------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Under 200,000 | - | - | - | - | - | - | 19 | 49 | 68 | 19 | 49 | 68 |
| 200,000 -299,999 | - | - | - | - | - | - | 184 | 126 | 310 | 184 | 126 | 310 |
| 300,000 -399,999 | 6210 | 7955 | 14165 | 535 | 276 | 811 | 1851 | 816 | 2667 | 8596 | 9047 | 17643 |
| 400,000 -499,999 | 2483 | 5438 | 7921 | 452 | 168 | 620 | 536 | 212 | 748 | 3471 | 5818 | 9289 |
| 500,000 -599,999 | 2188 | 3075 | 5263 | 833 | 396 | 1229 | 230 | 142 | 372 | 3251 | 3613 | 6864 |
| 600,000 + | 4054 | 4893 | 8947 | 2087 | 1230 | 3317 | 826 | 373 | 1199 | 6967 | 6496 | 13463 |
| Total | 14935 | 21361 | 36296 | 3907 | 2070 | 5977 | 3646 | 1718 | 5364 | 22488 | 25149 | 47637 |

Table 3.3.3: Number of Permanent Citizen Employees by Industry and Wage group; 2021/22

| Industry | Under 200,000 | 200,000- 299,999 | 300,000- 399,999 | 400,000- 499,999 | 500,000- 599,999 | 600,000 + | Total |
|--|--------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|------------------|---------------|
| Agriculture, forestry and fishing | 0 | 0 | 845 | 104 | 46 | 60 | 1,055 |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 5 | 5 |
| Manufacturing | 0 | 33 | 187 | 62 | 35 | 135 | 452 |
| Electricity, gas, steam and air conditioning supply | 0 | 0 | 0 | 105 | 404 | 295 | 804 |
| Water supply; sewerage, waste management and remediation activities | 2 | 0 | 1,124 | 327 | 295 | 132 | 1,880 |
| Construction | 0 | 1 | 504 | 199 | 91 | 216 | 1,011 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 2 | 2 | 177 | 58 | 18 | 39 | 296 |
| Transportation and storage | 0 | 15 | 249 | 81 | 288 | 948 | 1,581 |
| Accommodation and food services activities | 2 | 117 | 1,005 | 179 | 108 | 291 | 1,702 |
| Information and communication | 0 | 0 | 304 | 73 | 47 | 132 | 556 |
| Financial and insurance activities | 0 | 0 | 0 | 0 | 36 | 647 | 683 |
| Real estate activities | 0 | 0 | 0 | 13 | 18 | 42 | 73 |
| Professional, Scientific and technical activities | 0 | 0 | 455 | 176 | 73 | 228 | 932 |
| Administrative and support service activities | 0 | 1 | 548 | 51 | 7 | 19 | 626 |
| Public administration and defense; compulsory social security | 0 | 0 | 5,309 | 2,322 | 1,835 | 4,370 | 13,836 |
| Education | 43 | 132 | 4,315 | 4,609 | 3,120 | 4,975 | 17,194 |
| Human health and social work activity | 3 | 5 | 2,342 | 836 | 386 | 838 | 4,410 |
| Art, entertainment and recreation | 0 | 0 | 263 | 76 | 34 | 37 | 410 |
| Other service activities | 18 | 4 | 14 | 18 | 23 | 54 | 131 |
| Total | 70 | 310 | 17,641 | 9,289 | 6,864 | 13,463 | 47,637 |

Table 4. 1.4: Annual Earnings by Sector and Sex; 2020/21 and 2021/22**(TZS Million)**

| Sector | 2020/2021 | | | 2021/2022 | | |
|-----------------------|------------------|----------------|----------------|------------------|----------------|----------------|
| | Male | Female | Total | Male | Female | Total |
| Government | 108,459 | 138,465 | 246,924 | 102,151 | 135,333 | 237,484 |
| Government Parastatal | 44,206 | 23,348 | 67,553 | 51,538 | 23,466 | 75,003 |
| Private | 86,574 | 53,678 | 140,252 | 104,647 | 44,164 | 148,811 |
| Total | 239,239 | 215,490 | 454,729 | 258,336 | 202,963 | 461,299 |

Table 4.2.4: Monthly Average Salary of Employees by Sector and Sex; 2021/2022
(TZS)

| Sector | Male | Female | Total |
|-----------------------|----------------|----------------|----------------|
| Government | 547,752 | 520,961 | 532,157 |
| Government Parastatal | 949,756 | 826,838 | 907,546 |
| Private | 546,781 | 427,600 | 505,007 |
| Total | 597,801 | 518,503 | 560,112 |

Table 4.3.4: Annual Salary of Employees by Industry and Sex; 2021/2022**(TZS Million)**

| Industry | Male | Female | Total |
|--|----------------|----------------|----------------|
| Agriculture, forestry and fishing | 3,204 | 2,471 | 5,675 |
| Mining and Quarrying | 349 | 215 | 563 |
| Manufacturing | 7,425 | 1,143 | 8,569 |
| Electricity, gas, steam and air conditioning supply | 5,135 | 1,232 | 6,367 |
| Water supply; sewerage, waste management and remediation activities | 6,570 | 3,349 | 9,918 |
| Construction | 6,442 | 1,638 | 8,080 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 4,619 | 1,815 | 6,434 |
| Transportation and storage | 13,237 | 4,571 | 17,808 |
| Accommodation and food services activities | 55,966 | 21,063 | 77,029 |
| Information and communication | 4,057 | 2,198 | 6,254 |
| Financial and insurance activities | 15,758 | 6,443 | 22,201 |
| Real estate activities | 409 | 428 | 837 |
| Professional, Scientific and technical activities | 4,484 | 2,490 | 6,973 |
| Administrative and support service activities | 6,399 | 960 | 7,359 |
| Public administration and defense; compulsory social security | 57,076 | 48,327 | 105,403 |
| Education | 51,778 | 88,383 | 140,161 |
| Human health and social work activity | 12,877 | 14,467 | 27,343 |
| Art, entertainment and recreation | 1,570 | 1,122 | 2,692 |
| Other service activities | 984 | 648 | 1,632 |
| Total | 258,336 | 202,963 | 461,299 |

Table 4.4.4: Monthly Cash Earnings of Regular Citizen Employees by Industry, Sector and Sex; 2021/22
(TZS Million)

| Industry | Government | | | Government Parastatal | | | Private | | | Total | | |
|--|--------------|--------------|--------------|-----------------------|------------|--------------|--------------|------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, forestry and fishing | 33 | 29 | 61 | - | - | - | - | - | - | 33 | 29 | 61 |
| Mining and Quarrying | - | - | - | - | - | - | 1 | 5 | 6 | 1 | 5 | 6 |
| Manufacturing | 2 | 3 | 6 | 10 | 5 | 14 | 53 | 4 | 57 | 65 | 12 | 77 |
| Electricity, gas, steam and air conditioning supply | - | - | - | 123 | 33 | 157 | - | - | - | 123 | 33 | 157 |
| Water supply; sewerage, waste management and remediation activities | 80 | 103 | 183 | 26 | 17 | 43 | - | - | - | 106 | 119 | 226 |
| Construction | 15 | 12 | 27 | - | - | - | 49 | 34 | 82 | 63 | 46 | 109 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | - | 1 | 1 | 11 | 2 | 12 | 25 | 7 | 32 | 36 | 10 | 45 |
| Transportation and storage | - | - | - | 103 | 90 | 192 | 65 | 26 | 91 | 167 | 116 | 283 |
| Accommodation and food services activities | - | - | - | - | - | - | 305 | 154 | 458 | 305 | 154 | 458 |
| Information and communication | - | - | - | 22 | 23 | 45 | 45 | 14 | 59 | 67 | 37 | 104 |
| Financial and insurance activities | - | - | - | 96 | 72 | 167 | 98 | 37 | 136 | 194 | 109 | 303 |
| Real estate activities | - | - | - | 10 | 8 | 17 | - | - | - | 10 | 8 | 17 |
| Professional, Scientific and technical activities | 55 | 54 | 109 | 2 | - | 2 | 8 | 8 | 16 | 65 | 63 | 128 |
| Administrative and support service activities | - | - | - | - | - | - | 168 | 21 | 189 | 168 | 21 | 189 |
| Public administration and defense; compulsory social security | 961 | 1,140 | 2,101 | 161 | 159 | 320 | - | - | - | 1,122 | 1,299 | 2,421 |
| Education | 614 | 1,287 | 1,901 | 64 | 51 | 116 | 160 | 127 | 287 | 838 | 1,465 | 2,303 |
| Human health and social work activity | 324 | 292 | 616 | - | - | - | 98 | 55 | 153 | 422 | 348 | 769 |
| Art, entertainment and recreation | 33 | 19 | 52 | 6 | 7 | 13 | 0 | - | 0 | 39 | 26 | 65 |
| Other service activities | - | - | - | - | - | - | 19 | 17 | 36 | 19 | 17 | 36 |
| Total | 2,117 | 2,941 | 5,058 | 633 | 466 | 1,099 | 1,095 | 510 | 1,604 | 3,844 | 3,916 | 7,761 |

Table 5. 1.5: Annual Wage bill by Sector; 2021/22
(TZS Million)

| Sector | Salary | Free Ration | Other Benefit | Wage bill |
|-----------------------|----------------|---------------|----------------|----------------|
| Government | 237,484 | 5,245 | 47,471 | 290,201 |
| Government Parastatal | 75,003 | 5,716 | 29,037 | 109,756 |
| Private | 148,811 | 10,656 | 28,832 | 188,300 |
| Total | 461,299 | 21,616 | 105,341 | 588,256 |

Table 5.2.5: Composition of Annual Wage Bill by Industry; 2021/22
(TZS Million)

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|----------------|---------------|----------------|----------------|
| Agriculture, forestry and fishing | 5,675 | 23 | 488 | 6,187 |
| Mining and Quarrying | 563 | 4 | 18 | 585 |
| Manufacturing | 8,569 | 114 | 2,688 | 11,370 |
| Electricity, gas, steam and air conditioning supply | 6,367 | 2,945 | 5,546 | 14,857 |
| Water supply; sewerage, waste management and remediation activities | 9,918 | 207 | 2,149 | 12,274 |
| Construction | 8,080 | 125 | 2,149 | 10,354 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 6,434 | 197 | 1,422 | 8,053 |
| Transportation and storage | 17,808 | 578 | 4,863 | 23,249 |
| Accommodation and food services activities | 77,029 | 9,153 | 12,763 | 98,945 |
| Information and communication | 6,254 | 31 | 720 | 7,005 |
| Financial and insurance activities | 22,201 | 1,921 | 9,597 | 33,719 |
| Real estate activities | 837 | 29 | 373 | 1,238 |
| Professional, Scientific and technical activities | 6,973 | 51 | 1,853 | 8,877 |
| Administrative and support service activities | 7,359 | 67 | 1,773 | 9,200 |
| Public administration and defense; compulsory social security | 105,403 | 4,975 | 35,482 | 145,860 |
| Education | 140,161 | 829 | 15,856 | 156,845 |
| Human health and social work activity | 27,343 | 96 | 6,763 | 34,203 |
| Art, entertainment and recreation | 2,692 | 242 | 547 | 3,480 |
| Other service activities | 1,632 | 29 | 292 | 1,954 |
| Total | 461,299 | 21,616 | 105,341 | 588,256 |

Table 5.3.5: Composition of Annual Wage Bill by Industry and Types of Contract; 2021/22
(TZS Million)

| Industry | Salary | | | Free Ration | Other Benefit | Wage bill |
|--|----------------|----------------|--------------|---------------|----------------|----------------|
| | Permanent | Temporary | Casual | | | |
| Agriculture, forestry and fishing | 4,883 | 774 | 18 | 23 | 488 | 6,187 |
| Mining and Quarrying | 217 | 161 | 186 | 4 | 18 | 585 |
| Manufacturing | 2,965 | 5,177 | 427 | 114 | 2,688 | 11,370 |
| Electricity, gas, steam and air conditioning supply | 6,367 | 0 | 0 | 2,945 | 5,546 | 14,857 |
| Water supply; sewerage, waste management and remediation activities | 9,375 | 543 | 0 | 207 | 2,149 | 12,274 |
| Construction | 6,418 | 1,379 | 283 | 125 | 2,149 | 10,354 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 2,253 | 3,952 | 230 | 197 | 1,422 | 8,053 |
| Transportation and storage | 11,968 | 5,576 | 264 | 578 | 4,863 | 23,249 |
| Accommodation and food services activities | 13,802 | 62,173 | 1,054 | 9,153 | 12,763 | 98,945 |
| Information and communication | 5,763 | 458 | 33 | 31 | 720 | 7,005 |
| Financial and insurance activities | 17,234 | 4,937 | 30 | 1,921 | 9,597 | 33,719 |
| Real estate activities | 814 | 22 | 0 | 29 | 373 | 1,238 |
| Professional, Scientific and technical activities | 6,504 | 469 | 0 | 51 | 1,853 | 8,877 |
| Administrative and support service activities | 2,903 | 4,385 | 71 | 67 | 1,773 | 9,200 |
| Public administration and defense; compulsory social security | 101,911 | 3,492 | 0 | 4,975 | 35,482 | 145,860 |
| Education | 124,897 | 15,089 | 174 | 829 | 15,856 | 156,845 |
| Human health and social work activity | 22,354 | 4,454 | 536 | 96 | 6,763 | 34,203 |
| Art, entertainment and recreation | 2,321 | 360 | 11 | 242 | 547 | 3,480 |
| Other service activities | 1,203 | 429 | 0 | 29 | 292 | 1,954 |
| Total | 344,153 | 113,831 | 3,315 | 21,616 | 105,341 | 588,256 |

Table 5. 4.5: Composition of Annual Wage Bill by Industry; 2021/22 – Government
(TZS Million)

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|----------------|--------------|---------------|----------------|
| Agriculture, forestry and fishing | 4,883 | 23 | 484 | 5,391 |
| Manufacturing | 431 | 8 | 139 | 578 |
| Water supply; sewerage, waste management and remediation activities | 5,298 | 127 | 956 | 6,381 |
| Construction | 3,211 | 38 | 1,034 | 4,283 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 55 | 1 | 6 | 61 |
| Professional, Scientific and technical activities | 4,948 | 26 | 1,395 | 6,369 |
| Public administration and defense; compulsory social security | 89,464 | 4,607 | 30,604 | 124,674 |
| Education | 107,320 | 238 | 7,545 | 115,102 |
| Human health and social work activity | 19,956 | 24 | 4,880 | 24,860 |
| Art, entertainment and recreation | 1,796 | 153 | 426 | 2,375 |
| Other service activities | 123 | - | 3 | 126 |
| Total | 237,484 | 5,245 | 47,471 | 290,201 |

Table 5.5.5: Composition of Annual Wage Bill by Industry; 2021/22 – Government Parastatal

(TZS Million)


| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|---------------|--------------|---------------|----------------|
| Agriculture, forestry and fishing | 266 | 0 | 4 | 270 |
| Manufacturing | 1,248 | 0 | 1,241 | 2,489 |
| Electricity, gas, steam and air conditioning supply | 6,367 | 2,945 | 5,546 | 14,857 |
| Water supply; sewerage, waste management and remediation activities | 4,480 | 80 | 1,148 | 5,708 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 705 | 21 | 108 | 835 |
| Transportation and storage | 11,542 | 423 | 3,577 | 15,541 |
| Information and communication | 2,935 | 1 | 583 | 3,519 |
| Financial and insurance activities | 18,283 | 1,805 | 8,718 | 28,807 |
| Real estate activities | 814 | 29 | 372 | 1,215 |
| Professional, Scientific and technical activities | 1,538 | 23 | 356 | 1,917 |
| Public administration and defense; compulsory social security | 15,939 | 368 | 4,879 | 21,185 |
| Education | 10,549 | 0 | 2,451 | 13,000 |
| Art, entertainment and recreation | 338 | 19 | 55 | 411 |
| Total | 75,003 | 5,716 | 29,037 | 109,756 |

Table 5.6.5: Composition of Annual Wage Bill by Industry; 2021/22 – Private**(TZS Million)**

| Industry | Salary | Free Ration | Other Benefit | Wage bill |
|--|----------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing | 526 | 0 | 0 | 526 |
| Mining and Quarrying | 563 | 4 | 18 | 585 |
| Manufacturing | 6,890 | 106 | 1,308 | 8,303 |
| Water supply; sewerage, waste management and remediation activities | 140 | 0 | 45 | 186 |
| Construction | 4,869 | 86 | 1,116 | 6,071 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 5,674 | 175 | 1,308 | 7,157 |
| Transportation and storage | 6,266 | 156 | 1,286 | 7,707 |
| Accommodation and food services activities | 77,029 | 9,153 | 12,763 | 98,945 |
| Information and communication | 3,319 | 30 | 137 | 3,485 |
| Financial and insurance activities | 3,919 | 115 | 879 | 4,912 |
| Real estate activities | 22 | 0 | 1 | 23 |
| Professional, Scientific and technical activities | 488 | 2 | 102 | 591 |
| Administrative and support service activities | 7,359 | 67 | 1,773 | 9,200 |
| Education | 22,292 | 591 | 5,861 | 28,743 |
| Human health and social work activity | 7,387 | 73 | 1,883 | 9,343 |
| Art, entertainment and recreation | 558 | 70 | 66 | 694 |
| Other service activities | 1,509 | 29 | 289 | 1,828 |
| Total | 148,811 | 10,656 | 28,832 | 188,300 |

Table 7.1.7: Number of New Vacancies by Sector; 2021/22

| Sector | Total |
|-----------------------|--------------|
| Government | 3,347 |
| Government Parastatal | 303 |
| Private | 262 |
| Total | 3,912 |

| | |
|---|---|
| CONFIDENTIAL | FORM EES 2021/22 |
|  | <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 2021/22</h1> </div> | |
| <div style="border: 1px 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> | |
| <p>Office of Chief Government Statistician, P.O Box 2321, Zanzibar</p> <p>Tel No 0772 335932 or 0778 858980</p> <p>Email: zanstat@ocgs.go.tz</p> <p>Website: www.ocgs.go.tz</p> | <p style="text-align: center;">OR</p> <p>Office of Chief Government Statistician, P.O Box 90, Chake Chake Pemba</p> <p>Tel No 024 2452675 au 0777428870</p> |

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 2022.

| SECTION A: IDENTIFICATION | | | | | | | | | |
|---|--|---------------------------|--|---|--|--|--|--|--|
| 1 Name of establishment | | | | | | | | | |
| 2 Locatoin: | | | | | | | | | |
| Region | | Identity | | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> | | | | | |
| District | | Ownership (Sector) | | <input type="text"/> | | | | | |
| Shehia | | ISIC Code | | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> | | | | | |
| | | | | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> | | | | | |
| | | Total number of Employees | | <input type="text"/> | | | | | |
| | | Class Size | | <input type="text"/> | | | | | |
| 3 Adress: | | | | | | | | | |
| P.O.Box | | Tel. | | | | | | | |
| Fax | | Email: | | | | | | | |
| 4 OWNERSHIP (write appropriate number) | | | | | | | | | |
| 1 Government | | | | | | | | | |
| 2 Public Enterprises | | | | | | | | | |
| 3 International Organization | | | | | | | | | |
| 4 Citizen | | | | | | | | | |
| 5 Non Citizen | | | | | | | | | |
| 6 NGO's | | | | | | | | | |
| 7 Partnership with Government & Company or Government and Private | | | | | | | | | |
| 8 Private Partnership | | | | | | | | | |
| 9 Faith base Organisation | | | | | | | | | |
| SECTION B: DESCRIPTION OF BUSINESS | | | | | | | | | |
| 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 2022**(i) Permanent Employees**

State the cash earnings for the month of June, 2022 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, 2022 | | Cash earnings during June 2022 (to the nearest shillings) | | | Average Salary for the month of June, 2022 | | |
|---------|---|--|---|--|--|--|--|--|
| (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, 2022 | | Cash earnings during June 2022 (to the nearest shillings) | | | Average Salary for the month of June, 2022 | | |
|---------|---|--|---|--|--|--|--|--|
| (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, 2022 | | Cash earnings during June 2022 (to the nearest shillings) | | | Average Salary for the month of June, 2022 | | |
|---------|---|--|---|--|--|--|--|--|
| (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, 2022 | | Cash earnings during June 2022 (to the nearest shillings) | | | Average Salary for the month of June, 2022 | | |
|---------|---|--|---|--|--|--|--|--|
| (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, 2022 | | Cash earnings during June 2022 (to the nearest shillings) | | | Average Salary for the month of June, 2022 | | |
|---------|---|--|---|--|--|--|--|--|
| (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, 2022 | | Cash earnings during June 2022 (to the nearest shillings) | | | Average Salary for the month of June, 2022 | | |
|---------|---|--|---|--|--|--|--|--|
| (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, 2022 | | Cash earnings during June 2022 (to the nearest shillings) | | | Average Salary for the month of June, 2022 | | |
|---------|---|--|---|--|--|--|--|--|
| (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, 2022 | | Cash earnings during June 2022 (to the nearest shillings) | | | Average Salary for the month of June, 2022 | | |
|---------|---|--|---|--|--|--|--|--|
| (a) | (b) | | (c) | | | (d) = (c)/(b) | | |
| Males | 19 | | 20 | | | | | |
| Females | 21 | | 22 | | | | | |
| Total | 23 | | 24 | | | | | |

(b) Workers with Disability

| Types of Contract | Male | Female | Total |
|-------------------|------|--------|-------|
| Permanent | | | |
| Temporary | | | |

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

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

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

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

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

SECTION F: CASUAL WORKERS

| Citizenship | Sex | Number of casual workers employed as on 30th June 2022 | | Total person days worked during June, 2022 | | Total cash earnings for the month of June 2022 | | Average Salary for the month of June, 2022 |
|--|---------|--|--|--|--|--|--|--|
| (a) | (b) | (c) | | (d) | | (e) | | (f) = (e)/(c) |
| Citizen (Tanzanian's) youth Aged 15 -35 years | Males | 01 | | 02 | | 03 | | |
| | Females | 04 | | 05 | | 06 | | |
| | Total | 07 | | 08 | | 09 | | |
| Citizen (Tanzanian's) with Aged 36 years and above | Males | 10 | | 11 | | 12 | | |
| | Females | 13 | | 14 | | 15 | | |
| | Total | 16 | | 17 | | 18 | | |

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

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

SECTION G:

FATAL; Is death occurred due to accident happen in working hours or associated with work

NON-FATAL; is any injury due to accident happen in working hours or associated with work

OCCUPATIONAL INJURY; Is any injury which an employee gets due to accident in working hours or associated with work.

SECTION G: OCCUPATIONAL INJURY AND HOURS WORKED

Number of employees (fatal and non-fatal) occupational injuries due to accident from July 2021 to June 2022 and Hours worked per day

| | Permanent employees | | | | Contract employees | | | | Casual | |
|---|---------------------|--------|-------------|--------|--------------------|--------|-------------|--------|---------|--------|
| | Citizen | | Non-Citizen | | Citizen | | Non-Citizen | | Citizen | |
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Total number of fatal and non-fatal occupational injuries | | | | | | | | | | |
| Number of fatal occupational injuries | | | | | | | | | | |
| Number of non-fatal occupational injuries | | | | | | | | | | |
| Number of occupational injuries who received compasation | | | | | | | | | | |
| Amount of compasation (Tsh) | | | | | | | | | | |
| Amount of used for treatment (Tsh) | | | | | | | | | | |
| Actual hours employees usually worked in your institution per day | | | | | | | | | | |

SECTION H: BENEFITS (TSH)

BENEFITS: Other benefits who are paid to employees only from July 2021 to June 2022

| 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 | | | | | | |
| Risk allowance | | 10 | | | | | | |
| Medical allowance | | 11 | | | | | | |
| Petrol allowance | | 12 | | | | | | |
| Telephone allowance | | 13 | | | | | | |
| Electricity allowance | | 14 | | | | | | |
| Refreshment allowance | | 15 | | | | | | |
| Teaching allowance | | 16 | | | | | | |
| Others Development Expenditure allowance | | 17 | | | | | | |
| Others(specify) | | | | | | | | |
| | | 18 | | | | | | |
| | | 19 | | | | | | |
| | | 20 | | | | | | |

Note:

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

| SECTION: I | | | | | | | | | | | | | | | | | | |
|--|-----------------------|-----------------------|--|--|--|-------------------------------|------------------------------|-----------------------|--|--|--|--------------------------|----------------------------------|-------------------|----------------------|--------|--|--|
| NUMBER OF NEW WORKERS EMPLOYED DURING THE LAST 12 MONTHS | | | | | | | | | | | | | | | | | | |
| JULY 2021 - JUNE 2022 | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | (basic salary) | | | | |
| | eg. Accountant | | | | | | | | | | | | | | | | | |
| | Nurse, doctor | | | | | | | | | | | | | | | | | |
| | secondary teacher etc | | | | | | eg. Accountancy | | | | | | | | Total | | | |
| | | | | | | | | | | | | | | (Tshs.) | Male | Female | | |
| 1 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 2 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 3 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 4 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 5 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 6 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 7 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 8 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 9 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 10 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 11 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |
| 12 | | | | | | <input type="checkbox"/> | | | | | | <input type="checkbox"/> | <input type="checkbox"/> | | | | | |

| SECTION J: | | | | | | | | | | | |
|---|---|-----------------------|------------------------|---|--|---|--|----------------------|--|----------------------|--|
| CURRENT JOB VACANCIES FOR THE LAST 12 MONTHS (JULY 2021 - JUNE 2022) | | | | | | | | | | | |
| Serial Number | 1.Occupational Title (write in full) eg. Accountant Nurse, doctor secondary teacher | For Official Use Only | 2. Number of vacancies | 3. Required level of education | 4. Existing vacancies are | 5. Required work experience | NUMBER OF WORKERS IN THE ESTABLISHMENT | | | | |
| | | | | Tertiary University.....1 Tertiary Non Universit.....2 Certificate/diploma).....3 Vocational Education4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7 | Fill vacant.....1 Unfilled post.....2 New position.....3 | No require.....1 1 to 2 years.....2 3 to 4 years.....3 5 or more years...4 | 6. Number of retired workers | | 7. Number of quit or dismissed workers | | |
| | | | | | | | Male | Female | Male | Female | |
| 1 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 2 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 3 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 4 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 5 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 6 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | |
| 7 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 8 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 9 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 10 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 11 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |
| 12 | | | | <input type="text"/> | <input type="text"/> | <input type="text"/> | | | | | |

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

Name..... Tel No.....

Signature..... Date.....

THANK YOU FOR YOUR CO - OPERATION

Appendix 3: Industrial Classification

International and adopted national classifications have been used to analyze employment characteristics of the survey. The United Nations International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4 has been used to classify industries for establishments covered in the survey. The establishments engaged in several activities were classified under industrial activity in which the workers were employed. The Government technical services were allocated as best as possible to the industry of the employing department. TASCO on the other hand has been used to classify person's occupations to statistics of the employment covered in the survey further classifications have followed characteristics covered in the survey; for example, classification by sectors of economy, type of contracts and citizenship.

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

A: Agriculture, Forestry and Fishing

This section includes the exploitation of vegetal and animal natural resources, comprising the activities of growing of crops, raising and breeding of animals, harvesting of timber and other plants, animals or animal products from a farm or their natural habitats.

B: Mining and Quarrying

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

C: Manufacturing

This section includes the physical or chemical transformation of materials, substances, or components into new products, although this cannot be used as the single universal criterion for defining manufacturing (see remark on processing of waste below). The materials, substances, or components transformed are raw materials that are products of agriculture, forestry, fishing, mining or quarrying as well as products of other manufacturing activities. Substantial alteration, renovation or reconstruction of goods is generally considered to be manufacturing.

D: Electricity, gas, steam and air conditioning supply

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

E: Water supply; sewerage, waste management and remediation activities

This section includes activities related to the management (including collection, treatment and disposal) of various forms of waste, such as solid or non-solid industrial or household waste, as well as contaminated sites. The output of the waste or sewage treatment process can either be disposed of or become an input into other production processes. Activities of water supply are also grouped in this section, since they are often carried out in connection with, or by units also engaged in, the treatment of sewage.

F: Construction

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

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

G: Wholesale and retail trade; repair of motor vehicles and motorcycles

This section includes wholesale and retail sale (i.e. sale without transformation) of any type of goods and the rendering of services incidental to the sale of these goods. Wholesaling and retailing are the final steps in the distribution of goods. Goods bought and sold are also referred to as merchandise. Also included in this section are the repair of motor vehicles and motorcycles.

H: Transportation and storage

This section includes the provision of passenger or freight transport, whether scheduled or not, by rail, pipeline, road, water or air and associated activities such as terminal and parking facilities, cargo handling, storage etc. Included in this section is the renting of transport equipment with driver or operator, also included are postal and courier activities.

I: Accommodation and food service activities

This section includes the provision of short-stay accommodation for visitors and other travelers the provision of complete meals and drinks fit for immediate consumption. The amount and type of supplementary services provided within this section can vary widely.

J: Information and communication

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

K: Financial and insurance activities

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

L: Real estate activities

This section includes acting as lessors, agents and/or brokers in one or more of the following: selling or buying real estate, renting real estate, providing other real estate services such as appraising real estate or acting as real estate escrow agents. Activities in this section may be carried out on own or leased property and may be done on a fee or contract basis. Also included is the building of structures, combined with maintaining ownership or leasing of such structures.

M: Professional, scientific and technical activities

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

N: Administrative and support service activities

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

O: Public administration and defence; compulsory social security

This section includes activities of a governmental nature, normally carried out by the public administration. This includes the enactment and judicial interpretation of laws and their pursuant regulation, as well as the administration of programs based on them, legislative activities, taxation, national defense, public order and safety, immigration services, foreign affairs and the administration of government programs. This section also includes compulsory social security activities.

P: Education

This section includes education at any level or for any profession, oral or written as well as by radio and television or other means of communication. It includes education by the different institutions in the regular school system at its different levels as well as adult education, literacy programmers etc. Also included are military schools and academies, prison schools etc. at their respective levels. The section includes public as well as private education.

Q: Human health and social work activities

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

R: Arts, entertainment and recreation

This section includes a wide range of activities to meet varied cultural, entertainment and recreational interests of the general public, including live performances, operation of museum sites, gambling, sports and recreation activities.

S: Other service activities

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

U: Activities of extraterritorial organizations and bodies

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

