



THE UNITED REPUBLIC OF TANZANIA

TANZANIA FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY

2022/23 ANALYTICAL REPORT



National Bureau of Statistics
Ministry of Finance



Office of the Chief Government Statistician
President's Office Finance and Planning

December 2024



The United Republic of Tanzania

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Foreword

This report presents results of the 2022/23 Tanzania Formal Employment and Earnings Survey (EES) conducted by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician Zanzibar (OCGS). The Survey enquired about status of employment and earnings with reference to 30th June 2023. This was the first joint annual survey conducted between Tanzania Mainland and Tanzania Zanzibar. The scope of this survey covers all formal sector establishments in public sector, all private establishments employing at least 50 employees and a sample of private sector establishments employing between 5 and 49 employees. On the other hand, it excludes employment in military and diplomatic missions stationed in Tanzania.

The main objective of this survey is to provide information relating to status of employment and earnings in the country across diverse sectors of the economy. The Survey is designed to provide estimates of the labour market indicators to facilitate policy formulation, planning and estimating the contribution of various sectors to the Gross Domestic Product (GDP).

This report is the only reliable source of information showing the distribution of income and number of employees, as well as newly recruited workers and job vacancies in the formal sector of employment at regional level. Results of this Survey provides valuable and evidence-based insights for planners, policy makers, researchers and other users dealing with employment and related issues.

The success of this survey depended on cooperation and contribution of several groups of stakeholders and individuals during various stages of implementation. I would like to recognize the efforts of the Directorate of Population Census and Social Statistics; particularly the department of Labour and Price Statistics; the Statistical Business Register (SBR) unit, and Regional Statistical Managers (RSM) under the department for Field Operations. I would also like to express my sincere appreciation to staff from Prime Minister's Office - Labour, Youth, Employment and Persons with Disabilities as described in annex A1.1 for their dedication and commitment which led to successful completion of data collection and report preparation.

In addition, I would like to extend gratitude to respondents, particularly employers who supplied the requested information. NBS and OCGS looks forward to their continuing cooperation and support in future surveys.

Comments and suggestions for improving the quality of future reports are welcome.



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Executive Summary

The Employment and Earnings Survey (EES) is an annual survey targeting the formal employment sector in Tanzania. Its goal is to gather accurate statistics on employment and earnings, as well as socio-economic characteristics of the labour market. This information aids in creating and monitoring policies that promote economic growth across various sectors. Employment and Earnings Surveys focuses on seven main areas namely; Employment Profile: An overview of employment status and trends; Wage Rate Profile: Information on wage levels and variations; Cash Earnings Profile: Details about actual earnings received by workers; Annual Wage Bill Profile: Insights into total wages paid by employers; Newly Recruited Workers: Data on new hires in the labour market and Job Vacancies; Information about available job positions; and Summary of Key Findings, Policy Implications and Recommendations. The Survey is conducted by the National Bureau of Statistics (NBS) under the authority of the Statistics Act Cap 351 and the Office of the Chief Government Statistician Zanzibar under the authority of the Statistics Act Cap 351 Act No 9. The EES serves as a crucial tool for understanding the dynamics of the workforce and informing policy decisions.

Employment Profile

The findings on employment profile reveal that the total number of employees in the formal sector are 3,717,980 (3,635,755 employees in Tanzania Mainland and 82,225 employees in Tanzania Zanzibar). Private sector is the major employers with 2,577,534 employees compared to 1,140,446 employees in the public sector. There are 3,390,126 regular employees and 327,854 casual employees for the year 2022/23. Education industry has the largest share of total employment with 15.0 percent in 2022/23 followed by manufacturing (14.7%), while public administration, defense and compulsory social security is third with 12.6 percent. It is also indicated that youth regular employees have the highest share of regular employees (66.7 percent) compared to adult (33.3 percent) in regular employment. Also, the results reveal that out of 3,390,126 regular employees in the formal sector in 2022/23, there are 14,890 employed persons with disability (8,511 males and 6,379 females). Among the employed disabled persons, public sector has employed a larger proportion of persons with disability (51.6 percent) compared to private sector with 48.4 percent. The result reveals that overall, Dar es Salaam region has the largest proportion of the total

employees (33.2%) in 2022/23, followed by Morogoro with 8.0 percent and Arusha (5.2%).

Wage Rates Profile

Regarding the wage rates of employees in the formal sector the findings show that, overall, in 2022/23 majority of regular citizen employees with permanent contract (27.2%) earn monthly wages above TZS 700,000, with relatively larger share in public sector (40.7%) compared to private sector (14.7%). Activities of Information and communication has the highest proportion of employees with permanent contract earning higher wages - above TZS 700,000 (55.7%) followed by Water supply; sewage, waste management and remediation activities industry (51.2%).

Cash Earnings Profile

Results indicate that, overall monthly average cash earnings for employees in formal sector in the United Republic of Tanzania (URT) is TZS 569,951. Monthly average cash earnings are higher for employees in the public sector than in private sector, with average monthly cash earnings in public sector (1,229,171) being about twice as much as in private sector (510,016). With respect to sex differentials in earnings, results show that there are no pronounced differences between average monthly cash earnings of males and females.

Sector-wise, findings indicate that, average monthly cash earnings for employees in Central and Local Governments; and in Parastatal Organizations are nearly equal, just above one million Shillings. For the private sector, average monthly cash earnings are highest for employees in nonprofit institutions (TZS 526,463) and lowest for those working in cooperatives (TZS 376,039).

With respect to industries, findings indicate that, the industry of public administration and defense; and compulsory social security have the largest average monthly cash earnings (1,196,366) followed by employees in Water supply; sewerage, waste management and remediation activities (1,028,952). On the other hand, employees in accommodation and food service activities have the lowest average monthly cash earnings in 2022/23.

Total annual cash earnings of employees in the URT is TZS 30 trillion for the formal sector establishment. Industries with largest contribution to total annual cash earnings are Education; Public administration and defense; compulsory social security; and Manufacturing.

Annual Wage Bill Profile

Analysis indicates that annual wage bill spent for employees in public and private sectors for the United Republic of Tanzania is 35,652 billion in 2022/23. Furthermore, private sector spent higher annual wage bill (TZS 20,199 billion) compared to public sector (TZS 15,454 billion).

Results also depict that education Industry has the largest share (19.1 percent) of annual wage bill in 2022/23 followed by public administration and defense; compulsory social security industry with 18.0 percent and manufacturing with 10.6 percent. On the other hand, real estate industry has the lowest share of wage bill (0.2 percent) followed by arts, entertainment and recreation with 0.3 percent.

For Tanzania Mainland, the regions with the largest share of annual wage bill are Dar es Salaam (27.8%), followed by Morogoro and Tanga with 8.6 percent and 5.6 percent respectively. Region with the lowest annual wage bill share is Katavi with 1.1 percent. In Tanzania Zanzibar, Mjini Magharibi has the largest annual wage bill share (57.4 percent) and the lowest share is recorded in Kaskazini Pemba (2.5 percent). Generally, larger annual wage bill in the regions coincides with larger levels of employment in these regions.

Newly Recruited Workers

Findings reveal that there is a total of 132,966 new workers recruited in the formal sector of URT of which 73,002 (54.9 percent) is due to newly created posts and existing vacant positions accounted for the rest (59,964 employees, 45.1 percent). Among the total newly recruited employees, there are more males (75,951) than females (57,015). Across sector, most of the newly recruited workers (96,072) are in the private formal sector as compared to public sector (36,895).

In addition the findings shows that the largest proportion of the newly recruited workers (26.4%) are in the occupation category of professionals, followed by Service

Workers and Shop Sales Workers category (26.0%). On the other hand, the occupation category of Agricultural and Fishery Workers has the smallest proportion of the newly recruited workers (1.2%).

Job Vacancies

Analysis for job openings in the formal sector for URT show that job vacancies in 2022/23 are mostly for technicians and associate professionals (48.3%), followed by professionals (34.7%). In addition, majority of job vacancies (79.8 percent) did not require any previous working experience with most of such vacancies being in occupational category of Technicians and Associate Professionals (56.3%) and Professionals (29.4%).

It is also indicated that, smallest proportion of vacancies (0.9%) required work experience of more than five years. Furthermore, findings indicates that largest proportion of the reported job vacancies (92.7%) did not indicate requirement of any sex preference. However, 4.0 percent vacancies preferred male employees while 3.3 percent vacancies preferred female employees. The occupation of Plant and Machine Operators and Assembler, and Craft and Related Workers as well had larger number of vacancies that preferred male candidates with 41.5 percent and 28.9 percent respectively.

Key Findings

	Indicators	URT	TZM	ZNZ
1	Employment Profile			
	Total employment	3,717,980	3,635,755	82,225
	Adult Male	718,287	700,132	18,155
	Adult Female	454,554	435,427	19,127
	Youth Male	1,614,662	1,589,223	25,439
	Youth Female	930,477	910,973	19,504
2	Employment by Sector			
	Private Sector	2,577,534	2,540,029	37,505
	Profit Making Institutions	2,243,713	2,209,593	34,120
	Non-profit Making Institutions	306,881	304,758	2,123
	Cooperatives	26,939	25,677	1,262
	Public Sector	1,140,446	1,095,726	44,720
	Central and Local Government	1,078,811	1,040,944	37,867
	Parastatal Organizations	61,635	54,782	6,853
3	Total Employment by Category of Employment			
	Regular Employees	3,390,126	3,313,909	76,217
	Casual Employees	327,854	321,846	6,008
4	Regular Employment by Citizenship			
	Citizen	3,361,071	3,285,624	75,447
	Non-citizen	25,890	25,120	770
5	Employment for Selected Industries			
	Agriculture, forestry and fishing	156,975	154,892	2,083
	Mining and quarrying	69,089	68,776	313
	Manufacturing	502,606	499,781	2,825
	Construction	83,983	79,363	4,620
	Transportation and storage	82,830	80,645	2,185
	Education	549,686	527,626	22,060
6	Employment for Selected Regions			
	Dar es Salaam		1,232,637	
	Morogoro		296,178	
	Arusha		192,139	
	Kilimanjaro		152,239	
	Mbeya		175,122	
	Lindi		54,619	
	Tanga		162,156	
	Mjini Magharibi			46,085
7	Distribution of Regular Citizen Employees by Sector and Wage Rates			
	Private	2,236,431	2,205,686	30,745
	Up to TZS 299,999	953,788	947,640	6,148

	Indicators	URT	TZM	ZNZ
	TZS 300,000 – 699,999	936,789	914,596	22,193
	Above TZS 700,000	345,854	343,450	2,404
	Public	1,124,640	1,079,938	44,702
	Up to TZS 299,999	409	0	409
	TZS 300,000 – 699,999	682,066	660,658	21,408
	Above TZS 700,000	442,164	419,279	22,885
8	Annual Cash Earnings (TZS Million) by Sector	30,758,772	30,054,245	704,527
	Private	15,606,120	15,361,216	244,904
	Public	15,152,651	14,693,029	459,622
9	Monthly Average Cash Earnings (TZS) by Sector and Sex			
	Private (Both Sexes)	510,016	509,269	618,042
	Male	529,022	527,711	661,985
	Female	511,176	509,973	544,207
	Public (Both Sexes)	1,229,171	1,222,837	1,055,874
	Male	1,291,858	1,282,380	1,190,186
	Female	1,149,715	1,144,692	946,398
10	Monthly Average Cash Earnings per Employee (TZS) for Selected Industries			
	Public administration and defense; compulsory social security	1,196,366	1,181,995	1,200,248
	Education	859,934	892,832	797,202
	Human health and social work activities	511,350	507,922	723,066
	Professional, scientific and technical activities	919,462	918,617	1,660,782
11	Total Annual Wage Bill (TZS. Millions)	35,652,417	34,863,441	788,976
	Total Annual Wage Bill by sector			
	Private	20,198,753	19,927,135	271,618
	Public	15,453,664	14,936,306	517,358
12	Total Newly Recruited Workers			
	Newly Recruited Workers by Occupation			
	Legislators, administrators and managers	2,924	2,867	57
	Professionals	35,044	34,054	991
	Technicians and Associate professionals	27,360	25,682	1,679
	Plant and machine operators and assemblers	5,374	5,287	87
	Clerks	5,745	5,632	113
	Newly Recruited Workers by Level of Education			
	Tertiary University	29,717	28,588	1,129
	Tertiary Non –University	55,526	53,703	1,823
	Teacher Education / college	8,151	7,716	435
	Secondary Education	21,412	20,951	461
	Primary Education	17,514	17,471	43
	Newly Recruited Workers for Selected Regions			

	Indicators	URT	TZM	ZNZ
	Dar es Salaam		51,691	
	Morogoro		4,886	
	Arusha		1,453	
	Kilimanjaro		5,090	
	Mbeya		4,654	
	Mtwara		1,910	
	Mjini Magharibi			2,186
13	Total Number of Vacancies	207,794	203,441	4,353
	Job Vacancies by Occupation			
	Legislators, administrators and managers	4,199	4,079	120
	Professionals	72,191	70,978	1,213
	Technicians and associate professionals	100,270	98,590	1,680
	Service workers and shop sales workers	11,377	11,033	344
	Clerks	6,860	6,556	304
	Number of Job Vacancies by Work Experience			
	No Work Experience Required	165,874	162,741	3,133
	1-2 years	29,920	28,855	1,065
	3-4 years	10,105	9,981	124
	5 or more years	1,895	1,864	31
	Number of Job Vacancies by Reasons			
	Fell vacant/Replacement	156,637	154,492	2,145
	New Position	51,157	48,949	2,208

Trends of Selected Employment and Earnings Indicators; Tanzania Mainland

	Indicators	2019/20	2022/23
1	Employment Profile		
	Total employment	3,450,053	3,635,755
	Adult Male	1,190,268	700,132
	Adult Female	676,210	435,427
	Youth Male	934,964	1,589,223
	Youth Female	648,610	910,973
2	Employment by Sector		
	Private Sector	2,105,827	2,540,029
	Profit Making Institutions	2,152,775	2,209,593
	Non-profit Making Institutions	348,119	304,758
	Cooperatives	27,330	25,677
	Public Sector	896,793	1,095,726
	Central and Local Government	750,842	1,040,944
	Parastatal Organizations	170,987	54,782
3	Total Employment by Category of Employment		

	Indicators	2019/20	2022/23
	Regular Employees	3,002,620	3,313,909
	Casual Employees	447,433	321,846
4	Regular Employment by Citizenship		
	Citizen	2,971,331	3,285,624
	Non-citizen	31,289	25,120
5	Employment for Selected Industries		
	Agriculture, forestry and fishing	289,804	154,892
	Mining and quarrying	55,201	68,776
	Manufacturing	596,859	499,781
	Construction	106,952	79,363
	Transportation and storage	93,151	80,645
	Education	545,108	527,626
6	Employment for Selected Regions		
	Dar es Salaam	1,020,626	1,232,637
	Morogoro	313,883	296,178
	Arusha	194,366	192,139
	Kilimanjaro	139,457	152,239
	Mbeya	177,792	175,122
	Lindi	51,426	54,619
	Tanga	214,445	162,156
	Dodoma	104,229	124,389
7	Annual Cash Earnings (TZS Million) by Sector	28,401,388	30,054,245
	Private	17,060,287	15,361,216
	Public	11,341,101	14,693,029
8	Monthly Average Cash Earnings (TZS) by Sector and Sex		
	Private (Both Sexes)	350,407	509,269
	Male	366,907	527,711
	Female	359,026	509,973
	Public (Both Sexes)	1,097,709	1,222,837
	Male	1,123,916	1,282,380
	Female	1,025,206	1,144,692
9	Monthly Average Cash Earnings per Employee (TZS) for Selected Industries		
	Public administration and defense; compulsory social security	1,041,838	1,181,995
	Education	578,190	892,832
	Human health and social work activities	585,160	507,922
	Professional, scientific and technical activities	585,160	918,617
10	Total Annual Wage Bill (TZS. Millions)	32,172,708	34,863,441
	Total Annual Wage Bill by sector		
	Private	20,796,350	19,927,135

	Indicators	2019/20	2022/23
	Public	11,376,359	14,936,306

Trends of Selected Employment and Earnings Indicators; Tanzania Zanzibar

	Indicators	2021/22	2022/23
1	Employment Profile		
	Total employment	68,632	82,225
	Adult Male	20,574	18,155
	Adult Female	18,901	19,127
	Youth Male	15,438	25,439
	Youth Female	13,719	19,504
2	Employment by Sector		
	Private Sector	24,556	37,505
	Profit Making Institutions	21,889	34,120
	Non-profit Making Institutions	2,667	2,123
	Cooperatives		1,262
	Public Sector	44,076	44,720
	Central and Local Government	37,189	37,867
	Parastatal Organizations	6,887	6,853
3	Total Employment by Category of Employment		
	Regular Employees	67,353	76,217
	Casual Employees	1,279	6,008
4	Regular Employment by Citizenship		
	Citizen	67,854	75,447
	Non-citizen	778	770
5	Employment for Selected Industries		
	Agriculture, forestry and fishing	1,225	2,083
	Mining and quarrying	132	313
	Manufacturing	1,250	2,825
	Construction	1,424	4,620
	Transportation and storage	2,455	2,185
	Education	20,686	22,060
6	Employment for Selected Regions		
	Mjini Magharibi	40,499	46,085
	Kaskazini Unguja	7,688	10,620
	Kusini Unguja	9,503	11,612
	Kaskazini Pemba	1,775	3,017
	Kusini Pemba	9,165	10,891
7	Annual Cash Earnings (TZS Million) by Sector	461,299	704,527
	Private	148,811	244,904
	Public	312,487	459,622

	Indicators	2021/22	2022/23
8	Monthly Average Cash Earnings (TZS) by Sector and Sex		
	Private (Both Sexes)	505,006	618,042
	Male	546,779	661,985
	Female	427,598	544,207
	Public (Both Sexes)	590,811	1,055,874
	Male	638,360	1,190,186
	Female	551,087	946,398
9	Monthly Average Cash Earnings per Employee (TZS) for Selected Industries		
	Public administration and defense; compulsory social security	586,465	1,200,248
	Education	499,086	797,202
	Human health and social work activities	344,805	723,066
	Professional, scientific and technical activities	562,435	1,660,782
10	Total Annual Wage Bill (TZS. Millions)	588,256	788,976
	Total Annual Wage Bill by sector		
	Private	188,300	271,618
	Public	399,957	517,358

Note:

- For the year 2021/22, calculations of Monthly Average Cash Earnings were based only on Employees Salary
- During the same period, Cooperatives information was not collected

List of Abbreviations

CAPI	Computer Assisted Personal Interview
CRE	Central Register of Establishments
CV	Coefficient of Variation
EAC	East African Community
EES	Employment and Earnings Survey
FYDP	Five -Year Development Plan
ISIC	International Standard Industrial Classification of all Economic Activities
NBS	National Bureau of Statistics
NSSF	National Social Security Fund
OCGS	Office of the Chief Government Statistician
PMO- LYED	Prime Minister's Office Labour, Youth, Employment and Persons with Disability
PPS	Probability Proportion to Size
PSSSF	Public Service Social Security Fund
PWD	People with Disability
SBR	Statistical Business Register
SDG	Sustainable Development Goals
TSE	Total Survey Error
TZM	Tanzania Mainland
TZS	Tanzanian Shillings
URT	The United Republic of Tanzania
ZNZ	Zanzibar
ZSSF	Zanzibar Social Security Fund

CHAPTER ONE

Concepts, Definitions and Survey Methodology

1.1 Introduction

The Employment and Earnings Survey (EES) is an annual establishment-based survey of employment and earning from the formal sector. It is conducted in the United Republic of Tanzania by the National Bureau of Statistics and the Office of the Chief Government Statistician Zanzibar. In Tanzania Mainland, the survey covers three main categories of formal establishments in both private and public sectors. The categories are: all public sector establishments; all registered private establishments employing at least 50 persons and a sample of registered private establishments who employ less than 50 persons. In Tanzania Zanzibar, all formal establishments in both private and public sectors are enumerated. The survey does not include domestic servants in private households, non-salaried working proprietors and non-salaried family workers.

1.2 Background

Production of Labour Market Information employment and earnings statistics has been an important element in the statistical operations, both in Tanzania Mainland and Zanzibar. The 2022/23 Tanzania Formal Sector Employment and Earnings report presents results of the 2022/23 employment and earnings situation in the formal sector of the United Republic of Tanzania. The report follows a successful completion of Employment and Earnings Surveys (EES) in Tanzania mainland and in Zanzibar.

The 2022/23 Tanzania Formal Sector Employment and Earnings report is the first ever jointly produced report on employment and earnings between NBS and OCGS, thus presenting harmonized employment and earnings statistics for the whole of United Republic of Tanzania (URT); and its constituencies of Tanzania Mainland and Zanzibar. Prior to the 2022/23, implementation of EES were carried out independently in Tanzania Mainland and Zanzibar. This meant that there was always a challenge to produce nationwide statistics of employment and earnings combining Tanzania Mainland and Zanzibar.

Other EES were conducted in Tanzania Mainland in 1963, when the first post-independence EES was conducted, followed by a series of surveys from 1964 up to

1984. There was a brief hiatus in implementation of EES between 1985 to 2000, before their resumption in 2000s, 2010s, and 2020s, The latest survey covers 2023.

For Zanzibar, EES surveys have been conducted every year since 1978, with few gaps in 1985 to 1987; 1994 to 2000 and 2006 to 2007.

1.3 Objectives of the Survey

The main objective of the 2022/23 Employment and Earnings Survey was to obtain comprehensive data on annual employment and earnings status as well as data on the socio-economic characteristics regarding employment in the formal sector of the United Republic of Tanzania. Specific objectives of the survey were to obtain: -

- i. Number of persons employed in the formal sector;
- ii. Earnings of persons employed in the formal sector;
- iii. Wage-bill incurred by employers for maintaining labour services in the formal sector;
- iv. Number of newly recruited workers in the formal sector; and
- v. Number of job vacancies in the formal sector.

1.4 Scope

The scope of Employment and Earnings Survey, is defined in terms of type of economic activity and institutional sector of the surveyed establishments. The scope of is restricted to formal sector; and covers establishments dealing with any economic activity as defined in ISIC with exception of activities of households as employers and activities of extraterritorial organizations and armed forces.

In terms of employment, the survey covers all formal sector establishments in public sector, all private establishments employing at least 50 employees and a sample of private sector establishments employing between 5 and 49 employees. With regard to geographical scope, the survey covers establishments in all 31 regions of Tanzania.

1.5 Concepts and Definitions

1.5.1 Employee/Worker

An employee is any person who is hired to work or perform a job for a business, firm etc. in return for payment under a contract of service with an employer. The contract can be implied, oral or written for wage earners and salaried employees whether engaged full-time, part-time or casually.

1.5.2 Regular Employee

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

1.5.3 Temporary Employees

The temporary employees involve all employees with temporary contracts that expire within an agreed time/specific work even if the work is ongoing or after the work is completed.

1.5.4 Casual Workers

The term casual worker refers to all persons receiving daily wages and their contracts are not expected to continue for more than one month.

1.5.5 Youth

The term youth, for the purpose of this survey, refer to all persons of age 15 to 35 years. This is in conformity with the national definition of youth as stipulated in the Labour and Employment Relations Act of 2004 and the Tanzania Youth Policy.

1.5.6 Wage Rate

The term wage rate refers to the basic agreed rate of payment for normal time of work and relate to a time-unit such as hour, day, week or month before any deductions are made.

1.5.7 Cash Earnings

The term cash earnings refer to the remuneration in cash paid to employees, for the time worked or work done before any deductions are made, such as employers' contribution to social security or pension fund. They include 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 the employer.

1.5.8 Annual Wage-Bill

The term annual wage bill comprises gross cash remunerations accrued as earnings of employees and actual cost of free ration paid by employers in respect of their employees. They represent workers claim for furnishing labour for the production of goods or services on behalf of the employer. The wage bill does not include non-cash benefits as pensions and passages.

1.5.9 Free Housing

The term free housing refers to the employer's own housing facilities or rented, given to employees free of charge or the amount of cash the employer pays to employees as housing allowances.

1.5.10 Paid Leave

The term paid leave refers to the total number of person-days and total value concerning different categories of normal paid leaves.

1.5.11 Maternity Leave

Maternity leave refers to the total number of person-days and their total value in cash granted to female employees. An employee may commence maternity leave at any time from four weeks before the expected date of confinement; or on an earlier date if a medical practitioner certifies that it is necessary for the employee's health or that of her unborn child.

1.5.12 Free Ration

The term free ration refers to the employer's meals facilities supplied to employees free of charge or the amount of cash the employer paid to employees as meals allowances.

1.5.13 Social Security Fund

The term social security fund refers to the contributions by both employer and employee to the social security scheme such as National Social Security Fund (NSSF), Public Service Social Security Fund (PSSSF), Zanzibar Social Security Fund (ZSSF) and other schemes of fund of this nature organized by the establishment for the benefit of employees.

1.5.14 Public Sector

Public Sector includes the Central Government, Local Government and Parastatal Organization Institutions.

1.5.15 Private Sector

Private Sector includes Profit making Private Establishments, Non-Profit making Private Establishments and Co-operative Establishments.

1.5.16 Establishment

Establishment is the unit which is a legal economic entity engaging itself in any kind of economic activity at a fixed location.

1.5.17 Industrial Classification

Industrial Classification is based on the International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4. Establishments engaged in several activities were classified under the industrial activity in which the majority of workers were employed. The Government technical services were allocated according to the industry of the employing department. The major industrial divisions are 21 according to the ISIC Revision 4 as follows: -

i. Agriculture, Forestry and Fishing

This industry includes the exploitation of vegetable 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.

ii. Mining and Quarrying

Mining and quarrying industry includes the extraction of minerals occurring naturally as solids (coal and ores), liquids (petroleum) or gases (natural gas). This also includes supplementary activities aimed at preparing crude materials for marketing; for example, crushing and grinding, cleaning, drying, sorting, concentrating ores, liquefaction of natural gas and agglomeration of solid fuels.

iii. Manufacturing

This industry includes 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. 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.

iv. Electricity, Gas, Steam and Air Conditioning Supply

This industry 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. Further, included are the distribution of electricity, gas, steam, hot water and the like in industrial parks or residential buildings. It also includes provision of steam and air conditioning supply.

v. Water Supply; Sewerage, Waste Management and Remediation Activities

This industry 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.

vi. Construction

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

vii. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

This industry 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. It also includes repair of motor vehicles and motorcycles.

viii. Transportation and Storage

This industry 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. It also includes renting of transport equipment with driver or operator and postal and courier activities.

ix. Accommodation, Food and Beverage Service Activities

This industry includes the provision of short-stay accommodation for visitors and other travelers and 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. This industry excludes the provision of long-term accommodation as primary residences. Also excluded is the preparation of food or drinks that are either not fit for immediate consumption or that are sold through independent distribution channels, i.e., through wholesale or retail trade activities.

x. Information and Communication

This industry includes production and distribution of information and cultural products, provision of 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.

xi. Financial and Insurance Activities

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

xii. Real Estate Activities

This industry includes acting as leasers, 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 industry 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.

xiii. Professional, Scientific and Technical Activities

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

xiv. Administrative and Support Service Activities

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

xv. Public Administration and Defence; Compulsory Social Security

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

xvi. Education

This industry 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 different institutions in the regular school system at its different levels as well as adult education, literacy programmes etc. Also included are military schools and academies, prison schools etc. at their respective levels. The industry includes public

as well as private education. For each level of initial education, the classes include special education for physically or mentally handicapped pupils.

xvii. Human Health and Social Work Activities

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

xviii. Arts, Entertainment and Recreation

This industry 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.

xix. Other Service Activities

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

xx. Activities of Households as Employers; Undifferentiated Goods and Services

Producing Activities of Households for Own Use

This industry includes: activities of households as employers of domestic personnel such as maids, cooks, waiters, valets, butlers, laundresses, gardeners, gatekeepers, stable-lads, chauffeurs, caretakers, babysitters, tutors and secretaries. It allows the domestic personnel employed to state the activity of their employer in censuses or studies, even though the employer is an individual. The product produced by this activity is consumed by the employing household.

xxi. Activities of Extraterritorial Organizations and Bodies

This class includes: activities of international organizations such as the United Nations and the specialized agencies of the United Nations system, regional bodies such as, 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 East African Community and Southern Africa Development Community.

1.6 Survey Methodology and Estimation Procedure

1.6.1 The Sample Design

1.6.1.1 Tanzania Mainland

The 2022/23 Employment and Earnings Survey is an establishment-based survey which covered a total of 14,709 from a frame of 87,556 establishments. The frame consisted of all public establishments and a sample of private establishments employing at least 5 persons.

As in previous surveys, the sampling unit of this survey is an establishment which is defined as a legal economic entity engaging itself in one main kind of economic activity at a fixed location.

The 2022/23 EES covered formal establishments in both private and public sectors in Tanzania Mainland in such a way that they formed a representative sample, reflecting the level and magnitude of the economic activities within their respective industrial groups. The 2022/23 EES sample was based on a sampling frame obtained from the Statistical Business Register (SBR) developed and maintained by NBS. The existing sampling frame was developed on the basis of International Standard Industrial Classification Revision 4 (ISIC Rev.4).

The survey covered all public sector establishments and private sector establishments with at least 50 employees. Furthermore, the survey covered a sample of private establishments employing 5 to 49 persons. The sampling for this group involved stratifying establishments into those with 5 to 9 employees and those with 10 to 49 employees. Establishments in these strata were further stratified on the basis of their economic activities and ultimately a single stage sampling technique was used to derive representative establishments from each activity using probability proportion to size (PPS). The survey did not cover; activities of households as employers, members of the foreign diplomatic missions, corporation and international aid organizations stationed in Tanzania and members of armed forces.

1.6.1.1.1 Weight

The weights for the strata were calculated by using the simple expression denoted as:

$$\text{Weight} = N/n$$

Where: N = Total number of establishments in the sampling frame

n = Number of establishments that responded

1.6.1.2 Tanzania Zanzibar

The 2022/23 Employment and Earnings Survey visited all public establishments and a significant number of formal private establishments obtained from the 2024 Census for Registered Establishments (CRE) conducted by the Office of the Chief Government Statistician. All 30 public establishments available in the frame with different categories of number of employees from 1-4, 5-9, 10-49 and 50+ were enumerated marking 100 percent coverage. In addition, 1,887 formal private establishments out of 2,147 targeted responded equal to 88 percentage coverage.

1.6.2 Data Collection

Survey data were collected using Computer Assisted Personal Interview (CAPI). The data collected include; basic information of the establishments, characteristics of regular and casual employees, number of newly recruited workers and job vacancies. The survey was undertaken between April and October 2024 for Tanzania Mainland while it is conducted between 12th December 2023 to 12th March 2024 for Tanzania Zanzibar.

1.6.3 The Response Status

Response rates for 2022/23 EES were computed based on the number of selected establishments and the number of establishments that actually responded to the survey. Out of 14,709 selected establishments in Tanzania Mainland, response rate was 92.5 percent (13,603 establishments). However, out of 2,177 available establishments in Tanzania Zanzibar, response rate was 88.1 percent (1,917 establishments). The summary of response rates for both public and private sector is given in the Table 1.1.

Table 1.1: Number of Establishments and Response Rates by Employment Size and Sector; Tanzania, 2022/23 EES

		TZM			ZNZ		
Sector	Employment Size	Number of Establishments		Response rate	Number of Establishment		Response rate
		Selected	Responded		Available	Responded	
Private	1 – 4*				489	438	89.6
	5 - 9	4,553	4,142	91.0	629	554	88.1
	10 - 49	3,467	2,968	85.6	893	762	85.3
	50+	2,108	1,912	90.7	136	133	97.8
	Sub Total	10,128	9,022	89.1	2,147	1,887	87.9
Public	1 – 4*				1	1	100.0
	5 - 9	1,483	1,483	100.0	4	4	100.0
	10 - 49	1,592	1,592	100.0	2	2	100.0
	50+	1,506	1,506	100.0	23	23	100.0
	Sub Total	4,581	4,581	100.0	30	30	100.0
Grand Total		14,709	13,603	92.5	2,177	1,917	88.1

**In Tanzania Mainland, establishments with fewer than five employees are excluded from the survey sample*

CHAPTER TWO

Employment Profile

2.1 Introduction

The Government of Tanzania is implementing a number of policies and programmes to enhance creation of employment to keep pace with among others, the growing work force of the country as employment is one of the prioritized socio-economic indicators in the country. Tanzania like other countries is facing a number of challenges regarding employment and therefore, the need for data to monitor and evaluate employment situation in the country has become more important now than ever.

This chapter analyses characteristics of employment in the formal sector in Tanzania in terms of sector, employment category, disability status, age groups, citizenship, industry and region. This information provides a platform for monitoring implementation of various employment programs and strategies at national and regional level. These include the National Five -Year Development Plan III (2021/22 - 2025/26), Tanzania Vision 2025, Sustainable Development Goals 2030 particularly goal number 8, the East African Community (EAC) Vision 2050 and the African Development Agenda 2063.

2.2 Sector of Employment.

This section presents characteristics of employed persons in the formal sector in terms of sector, category of employment, age groups, disability status and sex. Category of employment comprises of regular and casual employment while age groups consist of adults (36 years or above) and youth (15 – 35 years).

Table 2.1: Distribution of Total Employees by Category of Employment and Sector; Tanzania, 2022/23 EES

Category of Employment	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Regular	2,262,489	1,127,637	3,390,126	2,230,992	1,082,917	3,313,909	31,497	44,720	76,217
Casual	315,044	12,810	327,854	309,036	12,810	321,846	6,008	0	6,008
Total	2,577,534	1,140,446	3,717,980	2,540,029	1,095,726	3,635,755	37,505	44,720	82,225

Table 2.1 shows that there are 3,717,980 employees in the formal sector in the United Republic of Tanzania of which 3,635,755 are in Tanzania Mainland and 82,225 in Tanzania Zanzibar. Results also show that, private sector is a dominant employer with 2,577,534 employees which is 2.3 times as much compared to public sector with

1,140,446 employees. Furthermore, it is revealed that, the total number of regular employees is 3,390,126 while for casual it is 327,854 employees.

Key Message

The total number of regular employees in Tanzania for the year 2022/23 is 3,390,126 persons.

Table 2.2 A: Percentage Distribution of Total Regular Employees by Age Group, Sector and Sex; Tanzania, 2022/23 EES

Age Group	Sex	URT			TZM			ZNZ		
		Private	Public	Total	Private	Public	Total	Private	Public	Total
Adult (36+ Years)	Male	11.8	8.5	20.3	11.9	8.3	20.2	6.2	16.9	23.1
	Female	6.3	6.7	13.0	6.4	6.3	12.7	3.4	21.4	24.8
	Sub Total	18.1	15.1	33.3	18.3	14.6	32.9	9.6	38.3	47.9
Youth (15-35 years)	Male	31.5	10.3	41.8	31.8	10.4	42.1	18.6	9.5	28.1
	Female	17.1	7.8	24.9	17.2	7.7	24.9	13.1	10.9	24.0
	Sub Total	48.6	18.1	66.7	49	18.1	67.1	31.7	20.4	52.1
Total Percent		66.7	33.3	100.0	67.3	32.7	100.0	41.3	58.7	100.0
Total Regular Employees		2,869,925	1,611,164	3,390,126	2,230,992	1,082,917	3,313,909	31,497	44,720	76,217

Table 2.2A shows that, proportionately, there are more youth employees (66.7 percent) in regular employment compared to adult employees (33.3 percent). Results also show that, the profile of regular employment in the formal sector is mainly dominated by youth employees in the private sector which accounts for (48.6 percent) followed by adult employees (18.1 percent) in the same sector. Adult employees in public sector account for the least share of persons in regular employment with 15.1 percent.

Table 2.2 B: Percentage Distribution of Total Casual Employees by Age Group, Sector and Sex; Tanzania, 2022/23 EES

Age Group	Sex	URT			TZM			ZNZ		
		Private	Public	Total	Private	Public	Total	Private	Public	Total
Adult (36+ Years)	Male	8.5	1.0	9.4	8.4	1.0	9.4	9.2	0.0	9.2
	Female	4.0	0.4	4.4	4.0	0.5	4.4	3.9	0.0	3.9
	Sub Total	12.4	1.4	13.8	12.4	1.5	13.9	13.1	0.0	13.1
Youth (15-35 years)	Male	58.5	1.5	60.1	58.4	1.6	59.9	66.6	0.0	66.6
	Female	25.2	0.9	26.1	25.3	0.9	26.2	20.3	0.0	20.3
	Sub Total	83.7	2.5	86.2	83.6	2.5	86.1	86.9	0.0	86.9
Total Percent		96.1	3.9	100.0	96.0	4.0	100.0	100.0	0.0	100.0
Total Casual Employees		315,044	12,810	327,854	309,036	12,810	321,846	6,008	0	6,008

Table 2.2B shows that, there are more youth employees in casual employment (86.2 percent) compared with adult employees (13.8 percent). Majority of casual employees are in private sector (96.1 percent) compared to (3.9 percent) in the public sector. Moreover, it is revealed that there are nearly twice as much male employees in casual employment compared to females in private sectors.

2.3 Employment and Disability

This section presents analysis of employment of Persons With Disabilities (PWD) in the formal sector. Information in this section can be used to assess compliance with a number of policy frameworks including Persons With Disabilities Act, 2010 and Employment and Labour Relations Act, 2004.

Table 2.2: Distribution of Regular Employees with Disabilities by Sector and Sex; Tanzania, 2022/23 EES

Place of Residence	Sector	Employees with Disability			Percent of Employees with Disability			Total Regular Employees	Share of employees with disabilities (%)
		Male	Female	Total	Male	Female	Total		
URT	Private	5,312	1,896	7,208	35.7	12.7	48.4	2,262,489	0.3
	Public	3,199	4,483	7,682	21.5	30.1	51.6	1,127,637	0.7
	Total	8,511	6,379	14,890	57.2	42.8	100.0	3,390,126	0.4
TZM	Private	5,281	1,883	7,164	35.9	12.8	48.7	2,230,992	0.3
	Public	3,114	4,421	7,535	21.2	30.1	51.3	1,082,917	0.7
	Total	8,395	6,304	14,699	57.1	42.9	100	3,313,909	0.4
ZNZ	Private	31	13	44	16.2	6.8	23.0	31,497	0.1
	Public	85	62	147	44.5	32.5	77.0	44,720	0.3
	Total	116	75	191	60.7	39.3	100.0	76,217	0.3

Table 2.3 indicates that out of 3,390,126 regular employees in the formal sector, there are 14,890 Persons With Disabilities (PWD), equivalent to 0.4 percent. Out of all PWD, 8,511 are males and 6,379 are females. Public sector has a slightly larger number of PWD with 7,682 equivalent to 0.7 percent, compared to private sector with 7,208 equivalent to 0.3 percent. Furthermore, results indicate that among the total number of Person With Disabilities in the employment, there are more males (57.2 percent) than females (42.8 percent).

Key Message

Out of 3,390,126 regular employees in the formal sector, there are 14,890 Persons with Disabilities of whom 8,511 are males and 6,379 are females.

2.4 Employment by Sub- Sector, Age Group and Sex

Understanding employment patterns across sub-sectors is important for designing sector specific programs for promotion of employment. On the other hand, employment by sex and age provides important insight into distribution of employment among males and females. Youth employment has been a major policy concern; therefore, disaggregating employment by age groups provides useful information for policy formulation to promote youth employment.

Table 2.3A: Percentage Distribution of Total Employees by Sub- Sector and Sex; Tanzania, 2022/23 EES

Place of Residence	Sector	Male		Female		Total	
URT	A: Private						
	Private Profit-Making Institutions	1,478,754	39.8	764,959	20.6	2,243,713	60.3
	Private Non- Profit-Making Institutions	190,413	5.1	116,469	3.1	306,881	8.3
	Cooperatives	18,138	0.5	8,800	0.2	26,939	0.7
	Total Percent A:	1,687,305	45.4	890,228	23.9	2,577,534	69.3
	B: Public						
	Central and Local Governments	606,828	16.3	471,983	12.7	1,078,811	29.0
	Parastatal Organizations	38,816	1.0	22,819	0.6	61,635	1.7
	Total Percent B:	645,644	17.4	494,803	13.3	1,140,446	30.7
	Total Percent (A+B)	2,332,949	62.7	1,385,031	37.3	3,717,980	100.0
TZM	A: Private						
	Private Profit-Making Institutions	1,457,441	40.1	752,152	20.7	2,209,593	60.8
	Private Non- Profit-Making Institutions	189,337	5.2	115,422	3.2	304,758	8.4
	Cooperatives	17,015	0.5	8,661	0.2	25,677	0.7
	Total Percent A:	1,663,793	45.8	876,235	24.1	2,540,029	69.9
	B: Public						
	Central and Local Governments	591,267	16.3	449,677	12.4	1,040,944	28.6
	Parastatal Organizations	34,295	0.9	20,487	0.6	54,782	1.5
	Total Percent B:	625,562	17.2	470,165	12.9	1,095,726	30.1
	Total Percent (A+B)	2,289,355	63.0	1,346,400	37.0	3,635,755	100.0
ZNZ	A: Private						
	Private Profit -Making Institutions	21,313	25.9	12,807	15.6	34,120	41.5

Place of Residence	Sector	Male		Female		Total	
	Private Non-Profit Making Institutions	1,076	1.3	1,047	1.3	2,123	2.6
	Cooperatives	1,123	1.4	139	0.2	1,262	1.5
	A: Total Percent	23,512	28.6	13,993	17.0	37,505	45.6
	B: Public						
	Central and Local Governments	15,561	18.9	22,306	27.1	37,867	46.1
	Parastatal Organizations	4,521	5.5	2,332	2.8	6,853	8.3
	B: Total Percent	20,082	24.4	24,638	30.0	44,720	54.4
	Total Percent (A+B)	43,594	53.0	38,631	47.0	82,225	100.0

Table 2.4A: reveals that the private profit - making institutions is a major employer in the formal sector in Tanzania with 60.3 percent of all employees. Central and local government ranked second with 29.0 percent of the employees. Cooperatives is the least employer with 0.7 percent of total employees in the formal sector.

The results also indicate that, proportion of employed females both public and private sector (37.3 percent) is nearly half that of males (62.7 percent). It is also observed that, the proportion of male employees in the private profit - making institutions is larger (39.8 percent) than that of females (20.6 percent). A similar pattern is observed in central and local governments, where 16.3 percent of employees are male and 12.7 percent are female.

Table 2.4B: Percentage Distribution of Total Adult Employees (36+ years) by Sub-Sector and Sex; Tanzania, 2022/23 EES

Sector	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A: Private									
Private Profit - Making Institutions	29.2	14.9	44.1	29.7	15.2	44.9	13.0	6.6	19.6
Private Non-Profit Making Institutions	6.7	4.1	10.8	6.9	4.2	11.1	0.9	0.7	1.7
Cooperatives	0.6	0.3	1.0	0.6	0.3	1.0	0.3	0.1	0.4
A: Total Percent	36.5	19.4	55.9	37.2	19.8	57.0	14.2	7.5	21.7
B: Public									
Central and Local Governments	22.9	18.3	41.2	22.8	17.6	40.4	27.3	40.0	67.3
Parastatal Organizations	1.8	1.1	2.9	1.6	1.0	2.6	7.2	3.8	10.9
B: Total Percent	24.7	19.4	44.1	24.4	18.6	43.0	34.5	43.8	78.3
Total Percent (A+B)	61.2	38.8	100.0	61.7	38.3	100.0	48.7	51.3	100.0

Sector	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Number of Adult Employees	718,287	454,554	1,172,841	700,132	435,427	1,135,559	18,155	19,127	37,282

Table 2.4B shows that private profit-making institutions had the largest proportion of total adult employees in the formal sector with 44.1 percent followed by central and local governments (41.2 percent). Results also reveal that, the proportion of adult males (61.2 percent) is almost twice as compared to that of adult females (38.8 percent).

On the other hand, out of the total employment in Tanzania, 29.2 percent of adult male employees were in private profit -making institutions compared to adult female employees with 14.9 percent. In addition, more adult male employees (22.9 percent) were in central and local governments compared to adult females with 18.3 percent.

Table 2.4C: Percentage Distribution of Total Youth (15 - 35 years) Employees by Sub -Sector and Sex; Tanzania, 2022/23 EES

Sector	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A: Private									
Private Profit - Making Institutions	44.6	23.2	67.8	44.8	23.2	68.0	36.7	23.0	59.6
Private Non-Profit Making Institutions	4.4	2.7	7.1	4.5	2.7	7.1	1.6	1.7	3.3
Cooperatives	0.4	0.2	0.6	0.4	0.2	0.6	2.3	0.2	2.5
A: Total Percent	49.5	26.0	75.5	49.6	26.1	75.7	40.5	24.9	65.4
B: Public									
Central and Local Governments	13.3	10.1	23.4	13.3	10.0	23.3	12.0	16.4	28.4
Parastatal Organizations	0.7	0.4	1.1	0.6	0.4	1.0	4.1	2.1	6.2
B: Total Percent	14.0	10.5	24.5	13.9	10.4	24.3	16.1	18.5	34.6
Total Percent (A+B)	63.4	36.6	100.0	63.6	36.4	100.0	56.6	43.4	100.0
Total Number of Youth Employees	1,614,662	930,477	2,545,139	1,589,223	910,973	2,500,196	25,439	19,504	44,943

Table 2.4C indicates that private sector is an important employer for youth in Tanzania, employing more than three quarters (75.5 percent) of the total youths aged 15 to 35 years compared to public sector with 24.5 percent. On the other hand, lower proportion of female employees (36.6 percent) is observed among youth employees compared to males with 63.4 percent.

Youth male employees accounted for a larger share of employment in the private profit-making institutions (44.6 percent) compared to females (23.2 percent). Relatively, a larger proportion of youth male employees is also observed in central and local governments with 13.3 percent of total youth employees compared to 10.1 percent of youth female employees.

2.5 Regular Employment by Citizenship and Sector

Information on citizenship of employees has become an important issue following regional integration initiatives such as East African Community (EAC) which allows free movement of labour within member states. In assessing the performance of employment in Tanzania, information on citizenship helps to inform policy and programmes formulation on areas of intervention.

Table 2.4: Percentage Distribution of Regular Employees by Citizenship and Sub-Sector; Tanzania, 2022/23 EES

Sector		URT			TZM			ZNZ		
		Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total
A: Private	Profit -Making Institutions.	56.9	0.7	57.6	57.4	0.7	58.0	36.6	0.9	37.4
	Non-Profit -Making Institutions.	8.4	0.1	8.5	8.5	0.1	8.6	2.6	0.0	2.7
	Cooperatives	0.7	0.0	0.7	0.7	0.0	0.7	1.1	0.1	1.2
	A: Total Percent	66.0	0.8	66.7	66.6	0.8	67.3	40.3	1.0	41.3
B: Public	Central and Local Governments	31.4	0.1	31.5	31.0	0.1	31.1	49.7	0.0	49.7
	Parastatal Organizations	1.8	0.0	1.8	1.6	0.0	1.6	9.0	0.0	9.0
	B: Total Percent	33.2	0.1	33.3	32.6	0.1	32.7	58.7	0.0	58.7
Total Percent: (A+B)		99.1	0.9	100.0	99.1	0.9	100.0	99.0	1.0	100.0
Total Employees		3,361,071	29,055	3,390,126	3,285,624	28,285	3,313,909	75,447	770	76,217

Table 2.5 shows that Tanzanian citizens accounted for 99.1 percent of persons in regular employment. Results also indicate that, there are more non-citizen regular employees in private sector (0.8 percent) compared to public sector (0.1 percent), with most of them employed in profit making institutions (0.7 percent).

Key Message

Results indicates that Tanzania citizen employees account for 99.1 percent of total regular employees (3,361,071).

2.6 Employment by Industry and Category of Employment

This section highlights distribution of employees in different economic activities. The assessment of employment in these activities is important for understanding the structure of the work force, performance of implementation in various labour related policies and identification of areas which require special attention.

Table 2.5A: Percentage Distribution of Total Employees by Industry and Category of Employment; Tanzania, 2022/23 EES

Industry	URT			TZM			ZNZ		
	Regular Employees	Casual Employees	Total Employees	Regular Employees	Casual Employees	Total Employees	Regular Employees	Casual Employees	Total Employees
Agriculture, forestry and fishing	4.5	4.6	4.5	4.6	4.5	4.6	1.9	10.2	2.5
Mining and quarrying	2.0	2.7	2.0	2.0	2.7	2.1	0.2	2.8	0.4
Manufacturing	14.3	19.0	14.7	14.6	18.8	15.0	1.4	29.1	3.4
Electricity, gas, steam and air conditioning supply	0.9	0.5	0.9	0.9	0.6	0.9	1.0	0.0	1.0
Water supply; sewage, waste management and remediation activities	0.5	0.4	0.5	0.5	0.4	0.5	2.9	0.7	2.7
Construction	2.2	8.2	2.8	2.2	7.9	2.7	4.3	22.8	5.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.5	21.2	10.5	9.7	21.5	10.7	1.6	3.3	1.7
Transportation and storage	2.4	3.1	2.4	2.4	3.2	2.4	2.8	0.6	2.7
Accommodation and food service activities	7.3	15.7	8.1	7.0	15.7	7.8	19.8	12.2	19.2
Information and communication	1.7	3.8	1.9	1.7	3.8	1.9	1.1	0.7	1.1

Industry	URT			TZM			ZNZ		
	Regular Employees	Casual Employees	Total Employees	Regular Employees	Casual Employees	Total Employees	Regular Employees	Casual Employees	Total Employees
Financial and insurance activities	2.4	0.0	2.2	2.4	0.0	2.2	1.5	0.2	1.4
Real estate activities	0.2	0.0	0.2	0.2	0.0	0.2	0.0	0.0	0.0
Professional, scientific and technical activities	1.5	0.5	1.4	1.5	0.5	1.4	1.3	0.2	1.2
Administrative and support service activities	5.4	2.5	5.1	5.5	2.5	5.2	1.4	1.2	1.4
Public administration and Defense; compulsory social security	13.8	0.9	12.6	13.6	0.9	12.5	20.3	0.0	18.9
Education	16.1	2.9	15.0	15.9	2.8	14.7	28.5	5.8	26.8
Human Health and social work activities	6.5	4.6	6.3	6.4	4.5	6.3	9.2	9.8	9.2
Arts, entertainment and recreation	0.5	0.4	0.5	0.5	0.4	0.4	0.8	0.4	0.7
Other service activities	8.3	9.1	8.4	8.5	9.2	8.5	0.1	0.0	0.1
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	3,390,126	327,854	3,717,980	3,313,909	321,846	3,635,755	76,217	6,008	82,225

Table 2.6A indicates that education industry has the largest share of total employment in Tanzania (15.0 percent) followed by manufacturing industry (14.7 percent) and the public administration, defense and compulsory social security with 12.6 percent. On the other hand, the industry with the lowest share of total employment is real estate's activities (0.2 percent).

Moreover, Wholesale and retail trade; repair of motor vehicles and motorcycles ranked as the first important industry for casual employment, employing 21.2 percent of casual employees followed by manufacturing industry with 19.0 percent.

Key Message

Education and Manufacturing industries accounts for the largest share of total employment with 15.0% and 14.7% respectively

2.7 Employment by Industry, Category of Employment and Sex

Table 2.6B: Percentage Distribution of Total employment by Industry, Category of Employment and Sex; Tanzania, 2022/23 EES

Place of Residence	Industry	Regular Employees			Casual Employees			Total
		Male	Female	Total	Male	Female	Total	
URT	Agriculture, forestry and fishing	2.9	1.6	4.5	3.0	1.6	4.6	4.5
	Mining and quarrying	1.7	0.3	2.0	2.6	0.1	2.7	2.0
	Manufacturing	10.0	4.4	14.3	12.7	6.3	19.0	14.7
	Electricity, gas, steam and air conditioning supply	0.6	0.3	0.9	0.5	0.0	0.5	0.9
	Water supply; sewage, waste management and remediation activities	0.4	0.2	0.5	0.3	0.1	0.4	0.5
	Construction	1.7	0.5	2.2	7.8	0.3	8.2	2.8
	Wholesale and retail trade; repair of motor vehicles and motorcycles	6.4	3.1	9.5	19.1	2.1	21.2	10.5
	Transportation and storage	1.8	0.6	2.4	1.9	1.2	3.1	2.4
	Accommodation and food service activities	3.2	4.1	7.3	5.3	10.4	15.7	8.1
	Information and communication	1.1	0.6	1.7	2.7	1.1	3.8	1.9
	Financial and insurance activities	1.2	1.1	2.4	0.0	0.0	0.0	2.2
	Real estate activities	0.1	0.1	0.2	0.0	0.0	0.0	0.2
	Professional, scientific and technical activities	1.0	0.6	1.5	0.4	0.1	0.5	1.4
	Administrative and support service activities	3.5	1.9	5.4	1.7	0.8	2.5	5.1
	Public administration and Defense; compulsory social security	7.7	6.0	13.8	0.6	0.4	0.9	12.6
	Education	8.9	7.2	16.1	1.4	1.5	2.9	15.0
	Human health and social work activities	3.2	3.4	6.5	2.1	2.4	4.6	6.3
	Arts, entertainment and recreation	0.2	0.2	0.5	0.2	0.2	0.4	0.5
	Other service activities	6.5	1.8	8.3	7.0	2.0	9.1	8.4
	Total Employees	62.1	37.9	100.0	69.5	30.5	100.0	100.0
	Total Employees	2,105,094	1,285,033	3,390,126	227,855	99,999	327,854	3,717,980
TZM	Agriculture, forestry and fishing	3.0	1.6	4.6	2.9	1.6	4.5	4.6
	Mining and quarrying	1.7	0.3	2.0	2.6	0.1	2.7	2.1
	Manufacturing	10.2	4.4	14.6	12.4	6.4	18.8	15.0
	Electricity, gas, steam and air conditioning supply	0.6	0.3	0.9	0.5	0.0	0.6	0.9
	Water supply; sewage, waste management and remediation activities	0.3	0.1	0.5	0.3	0.1	0.4	0.5
	Construction	1.7	0.5	2.2	7.6	0.3	7.9	2.7
	Wholesale and retail trade; repair of motor vehicles and motorcycles	6.5	3.2	9.7	19.4	2.1	21.5	10.7
	Transportation and storage	1.8	0.6	2.4	1.9	1.2	3.2	2.4
	Accommodation and food service activities	3.0	4.0	7.0	5.3	10.4	15.7	7.8
	Information and communication	1.1	0.6	1.7	2.7	1.1	3.8	1.9
	Financial and insurance activities	1.3	1.1	2.4	0.0	0.0	0.0	2.2
	Real estate activities	0.1	0.1	0.2	-	-	-	0.2
	Professional, scientific and technical activities	1.0	0.6	1.5	0.4	0.1	0.5	1.4
	Administrative and support service activities	3.5	2.0	5.5	1.7	0.8	2.5	5.2
	Public administration and Defense; compulsory social security	7.7	5.9	13.6	0.6	0.4	0.9	12.5

Place of Residence	Industry	Regular Employees			Casual Employees			Total
		Male	Female	Total	Male	Female	Total	
	Education	8.9	6.9	15.9	1.4	1.4	2.8	14.7
	Human health and social work activities	3.1	3.3	6.4	2.1	2.4	4.5	6.3
	Arts, entertainment and recreation	0.2	0.2	0.5	0.2	0.2	0.4	0.4
	Other service activities	6.6	1.9	8.5	7.2	2.1	9.2	8.5
	Total Employees	62.3	37.7	100.0	69.4	30.6	100.0	100.0
	Total Employees	2,066,056	1,247,854	3,313,909	223,299	98,547	321,846	3,635,755
ZNZ	Agriculture, forestry and fishing	1.1	0.8	1.9	7.9	2.3	10.2	2.5
	Mining and quarrying	0.1	0.1	0.2	1.7	1.1	2.8	0.4
	Manufacturing	1.1	0.3	1.4	25.9	3.2	29.1	3.4
	Electricity, gas, steam and air conditioning supply	0.8	0.2	1.0	0.0	0.0	0.0	1.0
	Water supply; sewage, waste management and remediation activities	1.8	1.1	2.9	0.3	0.4	0.7	2.7
	Construction	3.8	0.5	4.3	21.8	1.0	22.8	5.6
	Wholesale and retail trade; repair of motor vehicles and motorcycles	1.2	0.4	1.6	2.5	0.8	3.3	1.7
	Transportation and storage	1.8	1.0	2.8	0.5	0.1	0.6	2.7
	Accommodation and food service activities	12.7	7.0	19.8	6.4	5.8	12.2	19.2
	Information and communication	0.7	0.4	1.1	0.4	0.3	0.7	1.1
	Financial and insurance activities	0.9	0.7	1.5	0.1	0.1	0.2	1.4
	Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Professional, scientific and technical activities	0.7	0.6	1.3	0.2	0.0	0.2	1.2
	Administrative and support service activities	1.0	0.3	1.4	0.7	0.5	1.2	1.4
	Public administration and Defense; compulsory social security	10.2	10.1	20.3	0.0	0.0	0.0	18.9
	Education	9.1	19.4	28.5	2.2	3.6	5.8	26.8
	Human health and social work activities	3.8	5.4	9.2	4.9	4.8	9.8	9.2
	Arts, entertainment and recreation	0.4	0.4	0.8	0.3	0.1	0.4	0.7
	Other service activities	0.0	0.0	0.1	0.0	0.0	0.0	0.1
	Total Employees	51.2	48.8	100.0	75.8	24.2	100.0	100.0
	Total Employees	39,038	37,179	76,217	4,556	1,452	6,008	82,225

The findings from Table 2.6B show that, the largest proportion of regular male employees are in manufacturing industry (10.0 percent) followed by education (8.9 percent) and Public Administration, Defense and Compulsory Social Security (7.7 percent). On the other hand, there are proportionately more females in accommodation and food service activities (4.1 percent); and in human health and social work activities (3.4 percent).

With regard to casual employment, the results indicate that industry with the larger proportion of casual employment is Wholesale and retail trade; repair of motor vehicles and motorcycles (21.2%) with larger proportion of males (19.1%) than females (2.1%).

Manufacturing industry ranked second with (19.0%) where by males constitute larger proportion (12.7%) compared with females (6.3 percent). Results further indicate that female casual employees are dominated in only three industries; accommodation and food service activities, education industry as well as human health and social work activities. The remaining industries are dominated by males.

2.8 Employment by Industry and Sector

The disaggregation of employment in accordance with industry and sector of employment is of vital significant in analysis of labour statistics. The information obtaining in this analysis will help in indicating the changes of employability over time for the respective economic activities across the sectors. This is important in assessing implementation of employment policies and programs in the economy.

Table 2.6: Percentage Distribution of Total Employees by Industry and Sector; Tanzania, 2022/23 EES

Industry	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Agriculture, forestry and fishing	5.3	2.8	4.5	5.3	2.8	4.6	1.7	3.2	2.5
Mining and quarrying	2.7	0.5	2.0	2.7	0.6	2.1	0.8	0.0	0.4
Manufacturing	21.0	0.5	14.7	21.2	0.5	15.0	7.1	0.3	3.4
Electricity, gas, steam and air conditioning supply	0.5	1.7	0.9	0.5	1.7	0.9	0.0	1.8	1.0
Water supply; sewage, waste management and remediation activities	0.2	1.4	0.5	0.2	1.3	0.5	0.1	4.9	2.7
Construction	3.5	1.1	2.8	3.4	1.1	2.7	9.9	2.0	5.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	13.9	3.0	10.5	14.0	3.1	10.7	2.7	0.9	1.7
Transportation and storage	2.9	1.4	2.4	2.9	1.3	2.4	1.8	3.3	2.7
Accommodation and food service activities	11.6	0.1	8.1	11.1	0.1	7.8	42.1	0.0	19.2
Information and communication	2.4	0.7	1.9	2.4	0.7	1.9	1.2	0.9	1.1

Industry	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Financial and insurance activities	2.5	1.3	2.2	2.6	1.3	2.2	1.2	1.6	1.4
Real estate activities	0.2	0.1	0.2	0.2	0.1	0.2	0.0	0.0	0.0
Professional, scientific and technical activities	1.0	2.3	1.4	1.1	2.3	1.4	0.7	1.6	1.2
Administrative and support service activities	6.2	2.6	5.1	6.3	2.7	5.2	3.0	0.0	1.4
Public administration and Defense; compulsory social security	0.6	39.8	12.6	0.6	40.0	12.5	0.0	34.7	18.9
Education	8.0	30.6	15.0	7.8	30.6	14.7	20.5	32.1	26.8
Human health and social work activities	5.1	9.1	6.3	5.1	9.0	6.3	6.5	11.5	9.2
Arts, entertainment and recreation	0.6	0.1	0.5	0.6	0.1	0.4	0.4	1.0	0.7
Other service activities	11.7	0.8	8.4	11.9	0.8	8.5	0.2	0.0	0.1
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	2,577,534	1,140,446	3,717,980	2,540,029	1,095,726	3,635,755	37,505	44,720	82,225

The results in Table 2.7 reveal that the largest proportion of employees in private sector are in Manufacturing industry (21.0%) followed by Wholesale and retail trade, Repair of motor vehicles and motorcycles (13.9%). As regards to public sector, the industry with the larger proportion of employment is public administration, defense and compulsory social security industry with 39.8 percent followed by Education with 30.6 percent. The industries with the lowest proportion of employment in public sector are Real estate; Accommodation and food service activities; and Arts, entertainment and recreation with 0.1 percent each.

2.9 Industry of Employment

This section analyses employment by industry and sex, results are expected to bring up gender disparity across economic activities. This information is useful for creating programs to address gender gap in employment activities.

Table 2.7: Percentage Distribution of Total Citizen Employees by Industry and Sex; Tanzania, 2022/23 EES

Industry	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	4.7	4.2	4.5	4.8	4.3	4.6	3.0	2.0	2.6
Mining and quarrying	2.8	0.7	2.0	2.9	0.7	2.1	0.4	0.3	0.4
Manufacturing	16.2	12.0	14.6	16.4	12.3	14.9	5.5	1.1	3.4
Electricity, gas, steam and air conditioning supply	0.9	0.8	0.9	0.9	0.8	0.9	1.5	0.4	1.0
Water supply; sewage, waste management and remediation activities	0.6	0.4	0.5	0.5	0.4	0.5	3.2	2.2	2.7
Construction	3.6	1.3	2.8	3.5	1.4	2.7	9.4	1.1	5.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.9	8.1	10.5	12.1	8.3	10.7	2.4	1.0	1.7
Transportation and storage	2.9	1.7	2.4	2.9	1.7	2.4	3.2	2.0	2.7
Accommodation and food service activities	5.3	12.6	8.0	5.0	12.5	7.8	22.7	14.5	18.8
Information and communication	1.9	1.7	1.9	2.0	1.7	1.9	1.2	0.9	1.1
Financial and insurance activities	1.8	2.8	2.2	1.8	2.8	2.2	1.5	1.3	1.4
Real estate activities	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.0	0.0
Professional, scientific and technical activities	1.4	1.5	1.4	1.4	1.5	1.4	1.2	1.2	1.2
Administrative and support service activities	5.3	4.8	5.1	5.4	4.9	5.2	1.9	0.7	1.4
Public administration and Defense; compulsory social security	11.4	14.8	12.7	11.3	14.7	12.6	18.0	20.1	19.0
Education	13.2	18.1	15.0	13.1	17.5	14.8	16.4	38.8	27.0
Human health and social work activities	4.9	8.8	6.4	4.9	8.7	6.3	7.4	11.5	9.3
Arts, entertainment and recreation	0.3	0.6	0.5	0.3	0.6	0.4	0.8	0.7	0.7
Other service activities	10.5	4.9	8.4	10.7	5.1	8.6	0.1	0.1	0.1
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Employees	2,307,161	1,381,763	3,688,925	2,264,112	1,343,357	3,607,470	43,035	38,420	81,455

Findings in Table 2.8 depicts that, there are more female citizen employees in Education; Public administration and defense; compulsory social security; Accommodation and Food Services Activities; as well as Human Health and Social Work Activities with 18.1 percent,

14.9 percent, 12.6 percent and 8.8 percent compared to their counterpart males with 13.2 percent, 11.4 percent, 5.3 percent and 4.9 percent respectively. Male citizen employees are dominated in Manufacturing; construction; Wholesale and Retail Trade as well as Mining and quarrying as compared with female's citizen employees in those highlighted industries.

2.10 Regular Employment, Citizenship and Industry

This section provides information on the distribution of citizen and non-citizen regular employees in relation to industries. Results in this section will help policy maker to formulate policies that will enhance citizen capacity to compete in the labour market and filling skill gaps in occupation that would engage non-citizen employees.

Table 2.8: Percentage Distribution of Regular Employees by Citizenship and Industry; Tanzania, 2022/23 EES

Industry	TZM			TZM			ZNZ		
	Regular citizen employees	Regular non-citizen employees	Total	Regular citizen employees	Regular non-citizen employees	Total	Regular citizen employees	Regular non-citizen employees	Total
Agriculture, forestry and fishing	4.5	1.3	4.5	4.6	1.4	4.6	2.0	0.0	1.9
Mining and quarrying	2.0	3.4	2.0	2.0	3.5	2.0	0.2	0.0	0.2
Manufacturing	14.2	30.9	14.3	14.5	31.6	14.6	1.4	3.1	1.4
Electricity, gas, steam and air conditioning supply	0.9	0.5	0.9	0.9	0.5	0.9	1.0	0.0	1.0
Water supply; sewage, waste management and remediation activities	0.5	0.4	0.5	0.5	0.4	0.5	2.9	0.0	2.9
Construction	2.2	4.9	2.2	2.2	4.6	2.2	4.1	17.5	4.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.4	19.7	9.5	9.6	20.2	9.7	1.6	1.2	1.6
Transportation and storage	2.4	1.2	2.4	2.4	1.2	2.4	2.8	2.6	2.8
Accommodation and food service activities	7.3	12.0	7.3	7.0	10.7	7.0	19.3	59.6	19.8
Information and communication	1.7	2.4	1.7	1.7	2.4	1.7	1.1	0.1	1.1
Financial and insurance activities	2.4	0.5	2.4	2.4	0.5	2.4	1.5	0.0	1.5
Real estate activities	0.2	0.1	0.2	0.2	0.1	0.2	0.0	0.0	0.0
Professional, scientific and technical activities	1.5	1.6	1.5	1.5	1.6	1.5	1.3	0.0	1.3
Administrative and support service activities	5.4	7.9	5.4	5.4	8.1	5.5	1.4	1.4	1.4

Industry	TZM			TZM			ZNZ		
	Regular citizen employees	Regular non-citizen employees	Total	Regular citizen employees	Regular non-citizen employees	Total	Regular citizen employees	Regular non-citizen employees	Total
Public administration and defense; compulsory social security	13.9	2.6	13.8	13.7	2.6	13.6	20.5	0.0	20.3
Education	16.2	6.9	16.1	15.9	6.7	15.9	28.6	13.1	28.5
Human Health and social work activities	6.5	1.8	6.5	6.5	1.9	6.4	9.3	1.3	9.2
Arts, entertainment and recreation	0.5	0.4	0.5	0.5	0.4	0.5	0.8	0.0	0.8
Other service activities	8.4	1.4	8.3	8.5	1.5	8.5	0.1	0.0	0.1
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Number	3,361,071	29,055	3,390,126	3,285,624	28,285	3,313,909	75,447	770	76,217

Findings in Table 2.9 show that Education industry has the highest proportion of regular citizen employees with 16.2 percent followed by Manufacturing industry (14.2%) and Public Administration, Defense and Compulsory Social Security (13.9%). The findings further reveal that the majority of non-citizen regular employees are in Manufacturing industry (30.9%) followed by Wholesale, Retail Trade, Repair of Motor Vehicles and Motorcycles (19.7%) as well as Accommodation and food service activities with 12.0 percent.

2.11 Employment by Region and Sector

The analysis of employment by geographical regions and sector is useful in evaluating regional contribution to total employment and thus helpful in planning and implementation of programs to enhance regional employment in various economic activities. This section presents the information on the distribution of employees by regions and sector of employment.

Table 2.9: Percentage Distribution of Total Employees by Region and Sector; Tanzania, 2022/23 EES

Region	Private	Public	Total
Dodoma	1.7	1.7	3.3
Arusha	4.4	0.8	5.2
Kilimanjaro	3.0	1.1	4.1
Tanga	2.8	1.6	4.4
Morogoro	5.4	2.6	8.0
Pwani	1.3	1.1	2.4
Dar es Salaam	30.6	2.6	33.2
Lindi	0.3	1.1	1.5
Mtwara	0.9	0.6	1.6
Ruvuma	1.1	0.7	1.8
Iringa	1.2	0.9	2.1
Mbeya	3.2	1.5	4.7
Singida	0.9	1.0	1.8
Tabora	0.7	0.9	1.5
Rukwa	0.6	0.6	1.2
Kigoma	1.0	0.9	1.9
Shinyanga	1.2	1.6	2.8
Kagera	1.1	1.4	2.4
Mwanza	3.1	1.4	4.5
Mara	1.2	1.3	2.4
Manyara	0.8	0.8	1.5
Njombe	0.5	0.8	1.3
Katavi	0.2	0.4	0.6
Simiyu	0.5	0.6	1.1
Geita	0.6	0.8	1.4
Songwe	0.3	0.5	0.8
Kaskazini Unguja	0.2	0.1	0.3
Kusini Unguja	0.2	0.1	0.3
Mjini Magharibi	0.5	0.7	1.2
Kaskazini Pemba	0.0	0.0	0.1
Kusini Pemba	0.0	0.3	0.3
Total Percent	69.3	30.7	100.0
Total Employees	2,577,534	1,140,446	3,717,980

Findings in Table 2.10 reveals that overall, Dar es Salaam region had the largest proportion of the total employees (33.2%) followed by Morogoro with 8.0 percent, Arusha (5.2%) and Mbeya with 4.7 percent. Kaskazini Pemba recorded the lowest share of total employment standing at 0.1 percent. On the other hand, the same pattern of employment

distribution is observed across private sector with Dar es Salaam region recording the largest share (30.6%) followed by Morogoro at 5.4 percent. Furthermore, for the public sector, Dar es Salaam and Morogoro regions have the highest proportion of employees each with 2.6% followed by Dodoma (1.7%) and Mbeya (1.5%).

2.12 Category of Employment by Region

This section analyses the distribution of employment by region, category of employment and sex. The findings from this section will help to analyse the gender patterns of employment across different regions for supporting development of regional specific pro - gender programmes.

Table 2.10: Percentage Distribution of Total Employees by Region, Category of Employment and Sex; Tanzania, 2022/23 EES

Region	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Dodoma	1.7	1.4	3.1	3.9	2.3	6.3	3.3
Arusha	3.2	2.3	5.5	1.3	0.6	1.9	5.2
Kilimanjaro	2.0	1.7	3.7	4.7	3.2	8.0	4.1
Tanga	2.6	1.8	4.4	2.4	1.2	3.7	4.4
Morogoro	5.5	3.0	8.5	1.2	1.1	2.3	8.0
Pwani	1.7	0.9	2.6	0.4	0.2	0.6	2.4
Dar es Salaam	20.9	11.5	32.4	31.5	9.3	40.9	33.2
Lindi	0.9	0.6	1.5	0.5	0.6	1.1	1.5
Mtwara	1.0	0.4	1.4	1.7	1.7	3.4	1.6
Ruvuma	1.1	0.8	1.9	1.1	0.3	1.4	1.8
Iringa	1.3	1.0	2.2	0.5	0.7	1.2	2.1
Mbeya	2.9	1.8	4.7	3.8	1.0	4.8	4.7
Singida	1.1	0.7	1.8	1.5	0.4	2.0	1.8
Tabora	0.8	0.6	1.4	2.1	0.9	3.0	1.5
Rukwa	0.7	0.5	1.3	0.6	0.6	1.2	1.2
Kigoma	1.3	0.7	2.0	1.0	0.5	1.5	1.9
Shinyanga	1.8	1.0	2.8	2.2	0.7	2.9	2.8
Kagera	1.5	1.0	2.6	0.6	0.2	0.8	2.4
Mwanza	3.0	1.7	4.6	2.5	0.8	3.2	4.5
Mara	1.6	0.9	2.5	1.1	0.8	1.9	2.4
Manyara	1.1	0.5	1.6	0.7	0.3	1.0	1.5
Njombe	0.8	0.6	1.4	0.0	0.0	0.0	1.3
Katavi	0.4	0.2	0.6	0.4	0.3	0.7	0.6
Simiyu	0.6	0.4	1.0	0.8	1.0	1.8	1.1
Geita	0.9	0.5	1.4	0.9	0.6	1.5	1.4

Region	Regular Employees			Casual Employees			Total
	Male	Female	Total	Male	Female	Total	
Songwe	0.4	0.3	0.8	0.7	0.7	1.4	0.8
Kaskazini Unguja	0.2	0.1	0.3	0.0	0.0	0.1	0.3
Kusini Unguja	0.2	0.1	0.3	0.2	0.1	0.3	0.3
Mjini Magharibi	0.6	0.6	1.2	0.9	0.2	1.2	1.2
Kaskazini Pemba	0.0	0.0	0.1	0.2	0.0	0.2	0.1
Kusini Pemba	0.1	0.2	0.3	0.1	0.0	0.1	0.3
Total Percent	62.1	37.9	100.0	69.5	30.5	100.0	100.0
Total Employees	2,105,094	1,285,033	3,390,126	227,855	99,999	327,854	3,717,980

Result from Table 2.11 show that the largest share of total regular employees is in Dar es Salaam region with 32.4 percent followed by Morogoro with 8.5 percent and Arusha (5.5%). In addition, most of casual workers are also found in Dar es Salaam region with 40.9 percent followed by Kilimanjaro (8.0%), Dodoma (6.3%) and Mbeya (4.8%).

On top of that, results reveal that male – female gap in regular employment is observed across all regions with the highest gap observed in Dar es Salaam region with 9.3 percentage points; Morogoro with 2.6 percentage points and Mwanza 1.3 percentage points. With regard to casual employment, all regions are dominated by males compared to female with the highest male-female gap observed again in Dar es Salaam region with 22.2 percentage point followed by Mbeya (2.8 percentage point) and Mwanza (1.7 percentage point). Furthermore, Simiyu, Iringa and Lindi are the only regions with slightly higher proportion of females than male's casual employees recording 0.2, 0.2 and 0.1 percentage point difference respectively.

2.13 Employment in Private and Public Sectors by Region

This section shows distribution of total employees in private and public sector by region and age group. The assessment of the findings will reveal the performance and contribution of private and public sectors in relation to adult and youth employees. It also emphasizes the role of private sector which is considered to be the engine of the economy in employment creation.

Table 2.11: Percentage Distribution of Total Employees by Sector, Region and Age Group; Tanzania, 2022/23 EES

Region	Private Sector		Public Sector	
	Adult (36+ Years)	Youth (15 - 35 Years)	Adult (36+ Years)	Youth (15 – 35 Years)
Dodoma	2.5	2.4	7.3	3.9
Arusha	7.0	6.0	3.2	2.1
Kilimanjaro	6.1	3.6	4.6	3.0
Tanga	4.7	3.7	8.2	2.8
Morogoro	5.7	8.5	4.7	11.4
Pwani	2.2	1.7	4.2	3.3
Dar es Salaam	39.4	45.7	9.0	8.0
Lindi	0.6	0.5	2.9	4.3
Mtwara	1.9	1.1	2.6	1.7
Ruvuma	1.9	1.5	3.5	1.5
Iringa	2.1	1.7	3.4	2.5
Mbeya	2.9	5.2	5.1	4.6
Singida	1.9	1.0	3.5	2.9
Tabora	1.2	0.9	3.1	2.7
Rukwa	1.4	0.8	2.0	1.9
Kigoma	2.2	1.2	2.5	3.5
Shinyanga	1.9	1.6	3.5	6.9
Kagera	1.1	1.7	1.6	6.8
Mwanza	6.0	4.0	5.2	4.0
Mara	1.4	1.8	2.5	5.5
Manyara	1.7	0.9	3.0	2.1
Njombe	0.7	0.6	1.6	3.7
Katavi	0.2	0.3	0.8	1.8
Simiyu	0.7	0.7	2.3	1.7
Geita	0.9	0.8	2.8	2.5
Songwe	0.3	0.5	1.1	2.2
Kaskazini Unguja	0.2	0.3	0.4	0.1
Kusini Unguja	0.2	0.3	0.5	0.2
Mjini Magharibi	0.6	0.8	3.4	1.6
Kaskazini Pemba	0.1	0.1	0.2	0.1
Kusini Pemba	0.1	0.0	1.2	0.6
Total Percent	100.0	100.0	100.0	100.0
Total Employees	716,824	2,055,061	554,426	706,356

Findings in Table 2.12 indicates that Dar es Salaam region has the highest share of adult employees in private sector with 39.4 percent followed by Arusha (7.0%); Kilimanjaro (6.1%) and Mwanza (6.0%). It is also revealed that Dar es Salaam has the highest share

of youth employees in private sector with 45.7 percent followed by Morogoro with 8.5 percent and Arusha (6.0%).

Moreover, the findings reveal that Dar es Salaam and Tanga regions have the highest share of adult employees in the public sector with 9.0 percent and 8.2 percent respectively followed by Dodoma (7.3%); Mwanza (5.2%) and Mbeya (5.1%). With regard to youth employees in public sector, Morogoro region has the highest share (11.4%) followed by Dar es Salaam (8.0%); Shinyanga (6.9%) and Kagera (6.8%). Generally, the findings give an indication of promoting investment across all regions of Tanzania for creating more opportunities for employment specifically in the private sector.

CHAPTER THREE

Monthly Wage Rate Profile

3.1 Introduction

The wage rates are determined by a variety of factors, including the skill level required for the job, industry standards, geographic location, and prevailing economic conditions. They can also be influenced by legislation such as minimum wage laws and collective bargaining agreements between employers and trade unions.

Information on wage rate profile helps to determine the cost of production, workers' earnings and living standards. It also affects the interest, attitude and satisfaction of workers which helps to increase productivity and goodwill of the organization.

3.2 Monthly wage Rate for employee with Permanent Contract by Sector.

This section presents findings on distribution of citizen employees by wage rates. Wage rate is crucial as it determines the compensation employees receive for their work, affecting both their financial stability and overall morale. The information obtained is important in designing and reviewing wage and remuneration policies and understanding wage differentials between public and private sectors.

Table 3.1: Distribution of Total Regular Citizen Employees with Permanent Contract by Sector and Monthly Wage Rate (TZS); Tanzania, 2022/23 EES

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Up to 140,000	16.4	0.0	8.5	16.4	0.0	8.7	6.8	0.0	0.8
140,001 -199,999	15.6	0.0	8.1	15.7	0.0	8.2	5.5	0.0	0.6
200,000-299,999	14.5	0.0	7.5	14.5	0.0	7.6	10.0	0.0	1.1
300,000-399,999	14.6	22.8	18.6	14.5	23.4	18.7	34.7	10.9	13.5
400,000-499,999	10.7	11.2	11.0	10.7	11.3	11.0	14.0	10.8	11.2
500,000-599,999	7.6	14.9	11.1	7.6	14.9	11.1	7.0	13.9	13.1
600,000 - 699,999	6.1	10.4	8.2	6.1	10.4	8.1	6.4	11.6	11.0
Above 700,000	14.5	40.7	27.2	14.5	40.1	26.6	15.5	52.9	48.8
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Regular Citizen Employees	1,029,808	965,264	1,995,072	1,024,493	922,416	1,946,909	5,315	42,848	48,163

Results in Table 3.1 shows that, the largest proportion of URT regular citizen employees with permanent contracts earned monthly wages above TZS 700,000 (27.2 percent), of whom 14.5 percent were in private sector and 40.7 percent were in public sector, followed by those who earned monthly wages between TZS 300,000 to 399,999 (18.6 percent). Additionally, regular citizens who earned monthly wages of less than TZS 300,000 were all in private sector.

Key Message

The results reveal that majority of URT regular citizen employees with permanent contract (27.2 percent) earn monthly wages above TZS 700,000.

3.3 Monthly wage Rate for employee with Temporary Contract by Sector.

Temporary employees can significantly improve the assets of any business, regardless of size. They provide a flexible, economical way of getting work done and can fill in for absent employees, allowing the company to stay on course. The information received is important to the policy makers in designing and reviewing wage and remuneration policies for employees with temporary contracts in both private and public sector.

Table 3.2: Distribution of Total Regular Citizen Employees with Temporary Contract by Monthly Wage Rate (TZS) and Sector; Tanzania, 2022/23 EES

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Up to 140,000	10.1	0.2	8.9	10.1	0.0	8.9	6.8	16.3	7.5
140,001 -199,999	13.2	0.0	11.7	13.4	0.0	11.8	4.5	0.3	4.2
200,000-299,999	16.0	0.1	14.2	16.2	0.0	14.3	8.2	5.4	8.0
300,000-399,999	12.1	24.0	13.5	11.3	23.8	12.8	48.3	47.3	48.2
400,000-499,999	17.7	11.5	17.0	17.8	11.6	17.1	12.9	4.2	12.3
500,000-599,999	7.8	14.7	8.6	7.8	14.7	8.6	8.9	13.4	9.2
600,000 - 699,999	6.7	18.5	8.1	6.8	18.8	8.2	4.1	0.8	3.9
Above 700,000	16.3	30.9	18.0	16.5	31.2	18.3	6.2	12.3	6.6
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Regular Citizen Employees	1,206,623	159,376	1,365,999	1,024,493	922,416	1,946,909	25,430	1,854	27,284

Findings in Table 3.2 indicate that, majority of employees with temporary contracts earned monthly wages above TZS 700,000 (18.0 percent) with public sector having a larger proportion of such employees (30.9 percent) compared with private sector (16.3 percent). Employees who earned monthly wages between TZS 200,000 to 299,999 has the second largest proportion (14.2 percent) of whom a larger proportion of such employees are in private sector (16.0 percent) compared to public sector constitute 0.1 percent. Furthermore, results show that, employees with temporary contracts who earned monthly wages less than TZS 140,000 constituted 8.9 percent. A larger proportion of such employees were in private sector (10.1 percent) compared to public sector (0.2 percent).

Key Message

Regular citizens employees with temporary contracts who earned monthly wages less than TZS 140,000 constituted 10.1 percent in private sector.

3.4 Monthly Wage Rate for Citizen Employees with Permanent Contract by Sex

Disaggregation of wage rates by sex is significant for assessing gender pay gaps. The analysis in this section will help in reviewing existing and formulating policies and actions that aim at minimizing gender pay gaps among employees with similar attributes and qualifications.

Table 3.3: Percentage Distribution of Total Citizen Employees with Permanent Contracts by Monthly Wage Rate (TZS) and Sex; Tanzania, 2022/23 EES

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to 140,000	3.3	16.3	8.5	3.4	16.8	8.7	0.5	1.0	0.8
140,001 -199,999	9.0	6.6	8.1	9.2	6.8	8.2	0.6	0.6	0.6
200,000-299,999	9.1	5.1	7.5	9.2	5.2	7.6	1.2	1.1	1.1
300,000-399,999	16.8	21.3	18.6	16.8	21.6	18.7	14.9	12.3	13.5
400,000-499,999	11.8	9.7	11.0	11.9	9.6	11.0	10.6	11.6	11.2
500,000-599,999	12.8	8.6	11.1	12.7	8.5	11.1	15.8	10.9	13.1
600,000 - 699,999	8.4	7.8	8.2	8.4	7.7	8.1	10.7	11.3	11.0
Above 700,000	28.8	24.7	27.2	28.4	23.8	26.6	45.8	51.2	48.8
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Regular Citizen Employees	1,202,038	793,034	1,995,072	1,180,045	766,864	1,946,909	21,993	26,170	48,163

Results in Table 3.3 show that majority of male employees with permanent contracts earned monthly wages above TZS 700,000 (28.8 percent) while female employees earned the same wages are 24.7 percent. On the other hand, there are more female employees with permanent contracts earned monthly wages below TZS 140,000 (16.3 percent) compared to males with 3.3 percent.

3.5 Monthly Wage Rate for Employees with Temporary Contract by Sex

This section presents findings on the distribution of regular citizen employees with temporary contracts by wage rates and sex. This information gives an insight into current payment status and thus is helpful in formulation and monitoring of policies that address gender pay gap.

Table 3.4: Percentage Distribution of Total Regular Citizen Employees with Temporary Contracts by Monthly Wage Rate (TZS) and Sex, Tanzania 2022/23

Monthly Wage Rate (TZS) Group	URT			TZM			ZNZ		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Up to 140,000	6.4	13.5	8.9	6.4	13.5	8.9	4.4	12.1	7.5
140,001 -199,999	10.1	14.6	11.7	10.3	14.7	11.8	1.9	7.6	4.2
200,000-299,999	14.1	14.4	14.2	14.2	14.5	14.3	6.0	11.1	8.0
300,000-399,999	12.9	14.5	13.5	12.2	13.9	12.8	51.7	42.8	48.2
400,000-499,999	20.8	10.0	17.0	21.0	10.0	17.1	13.6	10.5	12.3
500,000-599,999	8.7	8.4	8.6	8.7	8.5	8.6	10.7	7.0	9.2
600,000 - 699,999	8.1	8.1	8.1	8.2	8.2	8.2	4.1	3.6	3.9
Above 700,000	18.8	16.5	18.0	19.1	16.8	18.3	7.5	5.3	6.6
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Regular Citizen Employees	880,443	485,556	1,365,999	863,957	474,758	1,338,715	16,486	10,798	27,284

Findings in Table 3.4 indicates that majority of male citizen employees with temporary contracts (18.0 percent) earned monthly wages above 700,000 followed by who earned between 400,000 to 499,999 TZS with 17.0 percent. In addition, majority of female citizen employees with temporary contracts earned monthly wages above TZS 700,000 (16.5 percent) followed by those who earned between TZS 140,001 to 199,999 with 14.6

percent. Furthermore, there are more female employees with temporary contracts (13.5 percent) who earned less than TZS 140,000 compared to males (6.4 percent).

3.6 Monthly Wage Rate for Employees with Permanent Contract by Industry

Wage rates by industry provides useful information for understanding wage differences across industries of the economy. This information is crucial for investment planning decisions, vocational career guidance and other policy actions. It can also be used for minimum wage fixing, collective bargaining and for assessment of the standards of living across industries.

Table 3.5: Percentage Distribution of Citizen Employees with Permanent Contracts by Industry and Monthly Wage Rate (TZS); Tanzania, 2022/23 EES

Place of Residence	Industry	Up to 140,000	140,001 -199,999	200,000-299,999	300,000-399,999	400,000-499,999	500,000-599,999	600,000 - 699,999	Above 700,000	Total
URT	Agriculture, forestry and fishing	10.5	17.2	13.3	23.6	10.9	6.2	4.3	14.0	100.0
	Mining and quarrying	2.7	0.4	4.4	25.1	24.1	14.7	9.7	18.9	100.0
	Manufacturing	15.4	24.0	15.4	13.1	8.6	7.7	4.8	10.9	100.0
	Electricity, gas, steam and air conditioning supply	0.9	0.5	5.5	14.9	17.8	25.3	15.0	20.1	100.0
	Water supply; sewage, waste management and remediation activities	0.4	9.3	0.2	12.4	6.9	12.0	7.7	51.2	100.0
	Construction	8.7	2.7	11.7	24.3	15.8	9.2	5.1	22.6	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	19.0	12.1	11.2	22.8	8.5	7.9	5.6	12.9	100.0
	Transportation and storage	5.2	2.4	7.6	16.9	12.8	11.0	16.2	27.9	100.0
	Accommodation and food service activities	18.1	17.1	20.5	19.1	10.0	6.4	4.4	4.3	100.0
	Information and communication	4.9	0.3	6.1	14.6	8.7	5.7	3.8	55.7	100.0
	Financial and insurance activities	6.6	1.9	4.0	6.2	7.4	8.2	15.3	50.4	100.0
	Real estate activities	3.4	5.5	13.0	8.0	16.4	7.9	14.6	31.3	100.0
	Professional, scientific and technical activities	0.9	0.7	1.3	9.5	9.9	14.7	12.6	50.5	100.0
	Administrative and support service activities	16.2	24.9	11.5	12.6	7.5	6.1	5.6	15.6	100.0
	Public administration and defense; compulsory social security	0.8	0.5	0.8	23.3	14.5	16.7	8.9	34.5	100.0
	Education	2.8	2.0	2.8	19.1	10.2	13.0	10.7	39.3	100.0
	Human Health and social work activities	12.1	1.8	4.2	16.3	9.1	12.3	8.8	35.3	100.0
	Arts, entertainment and recreation	9.0	0.9	46.9	6.2	5.8	4.4	9.5	17.3	100.0
	Other service activities	13.2	10.5	14.6	20.6	14.9	6.6	4.7	14.8	100.0
	Total	168,784	160,898	149,330	370,490	219,058	221,722	162,963	541,827	1,995,072
TZM	Agriculture, forestry and fishing	10.6	17.4	13.5	23.9	10.8	5.9	4.0	13.9	100.0
	Mining and quarrying	2.7	0.4	4.4	25.1	24.1	14.7	9.7	18.9	100.0
	Manufacturing	15.5	24.1	15.4	13.1	8.6	7.7	4.8	10.8	100.0
	Electricity, gas, steam and air conditioning supply	1.0	0.5	5.7	15.4	18.3	23.0	15.4	20.7	100.0

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000-299,999	300,000-399,999	400,000-499,999	500,000-599,999	600,000 - 699,999	Above 700,000	Total
	Water supply; sewage, waste management and remediation activities	0.5	10.6	0.2	8.8	5.5	11.8	7.6	55.0	100.0
	Construction	8.9	2.8	12.0	24.7	16.0	8.2	4.9	22.5	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	19.1	12.1	11.2	22.8	8.5	7.9	5.6	12.9	100.0
	Transportation and storage	5.4	2.5	7.8	17.2	13.0	10.7	16.4	27.0	100.0
	Accommodation and food service activities	18.5	17.5	20.9	18.4	9.8	6.4	4.3	4.2	100.0
	Information and communication	5.0	0.3	6.3	14.8	8.6	5.6	3.8	55.6	100.0
	Financial and insurance activities	6.7	1.9	4.0	6.3	7.5	8.3	15.5	49.8	100.0
	Real estate activities	3.4	5.5	13.0	8.0	16.4	7.9	14.7	31.1	100.0
	Professional, scientific and technical activities	0.9	0.7	1.3	9.6	10.0	14.9	12.7	50.0	100.0
	Administrative and support service activities	16.3	24.9	11.5	12.5	7.4	6.1	5.6	15.6	100.0
	Public administration and defense; compulsory social security	0.9	0.5	0.9	23.8	14.6	16.8	8.6	34.0	100.0
	Education	2.9	2.1	2.8	19.6	10.3	13.2	10.8	38.4	100.0
	Human Health and social work activities	12.6	1.8	4.3	16.2	8.8	12.4	8.7	35.1	100.0
	Arts, entertainment and recreation	9.7	0.9	50.2	5.3	5.1	3.1	9.3	16.5	100.0
	Other service activities	13.3	10.5	14.6	20.6	14.9	6.6	4.7	14.8	100.0
	Total	168,421	160,607	148,796	363,995	213,684	215,400	157,662	518,344	1,946,909
ZNZ	Agriculture, forestry and fishing	0.3	0.0	0.0	8.7	16.8	24.7	24.5	24.9	100.0
	Mining and quarrying	0.0	45.5	0.0	0.0	4.5	0.0	9.1	40.9	100.0
	Manufacturing	1.8	3.0	10.9	23.4	9.2	3.8	7.4	40.5	100.0
	Electricity, gas, steam and air conditioning supply	0.0	0.0	0.0	0.0	2.7	91.8	1.9	3.7	100.0
	Water supply; sewage, waste management and remediation activities	0.0	0.0	0.0	39.2	17.4	13.1	8.0	22.2	100.0
	Construction	0.0	0.4	0.6	6.3	4.9	48.0	13.0	26.9	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	0.2	0.0	2.8	29.7	11.1	5.9	17.7	32.6	100.0
	Transportation and storage	0.2	0.0	0.0	7.5	7.4	20.1	9.8	55.0	100.0
	Accommodation and food service activities	0.6	1.1	4.3	49.1	17.5	8.2	10.2	8.9	100.0

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000-299,999	300,000-399,999	400,000-499,999	500,000-599,999	600,000 - 699,999	Above 700,000	Total
	Information and communication	1.6	0.0	0.9	8.2	12.7	9.1	8.1	59.3	100.0
	Financial and insurance activities	0.0	0.0	0.8	2.3	0.5	0.6	1.0	94.8	100.0
	Real estate activities	0.0	0.0	21.4	3.6	0.0	0.0	0.0	75.0	100.0
	Professional, scientific and technical activities	0.0	0.3	0.5	5.6	5.2	6.5	7.8	74.1	100.0
	Administrative and support service activities	7.6	25.4	7.6	29.3	16.5	3.4	1.0	9.1	100.0
	Public administration and defense; compulsory social security	0.0	0.0	0.0	13.2	11.7	13.6	13.8	47.7	100.0
	Education	1.8	0.9	1.9	7.1	8.2	7.6	8.7	63.9	100.0
	Human Health and social work activities	0.3	0.1	0.7	19.9	18.2	10.6	11.2	38.9	100.0
	Arts, entertainment and recreation	0.0	0.0	3.5	19.0	14.9	21.7	12.6	28.2	100.0
	Other service activities	0.0	0.0	0.0	2.1	16.7	45.8	10.4	25.0	100.0
	Total	363	291	534	6,495	5,374	6,322	5,301	23,483	48,163

Findings in Table 3.5 indicates that, activities of Information and communication has the largest proportion of employees with permanent contracts earning higher wages - above TZS 700,000 (55.7 percent) followed by Water supply; sewage, waste management and remediation activities industry (51.2 percent). In addition, Wholesale and retail trade; repair of motor vehicles and motorcycles activities has the largest proportion of employees with permanent contracts earned wages below TZS 140,000 with 19.0 percent.

Key Message

Information and communication activities has the largest proportion of employees with permanent contracts earning higher wages - above TZS 700,000 (55.7 percent).

3.7 Monthly wage Rate for employee with Temporary Contract by Industry

Table 3.6: Percentage Distribution of Citizen Employees with Temporary Contracts by Industry and Monthly Wage Rate (TZS) Group; Tanzania, 2022/23 EES

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000-299,999	300,000-399,999	400,000-499,999	500,000-599,999	600,000 - 699,999	Above 700,000	Total
URT	Agriculture, forestry and fishing	13.7	25.4	15.2	9.7	10.7	5.1	5.8	14.4	100.0
	Mining and quarrying	35.9	4.3	9.1	6.1	2.9	4.2	16.2	21.2	100.0
	Manufacturing	3.1	16.6	16.4	10.5	6.4	8.4	7.0	31.7	100.0
	Electricity, gas, steam and air conditioning supply	2.5	7.3	9.4	11.6	9.9	14.1	16.2	29.1	100.0
	Water supply; sewage, waste management and remediation activities	6.9	20.1	9.5	29.9	10.5	7.3	3.2	12.5	100.0
	Construction	3.7	10.5	19.3	18.8	11.5	12.5	11.2	12.5	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	12.8	9.5	28.3	23.8	10.4	3.5	2.7	9.0	100.0
	Transportation and storage	1.7	3.2	12.3	22.2	12.8	16.1	12.7	19.1	100.0
	Accommodation and food service activities	24.6	23.9	16.5	14.0	6.5	6.0	3.0	5.5	100.0
	Information and communication	1.3	2.2	3.5	9.6	13.7	24.4	8.7	36.5	100.0
	Financial and insurance activities	6.1	2.9	10.4	11.6	12.5	11.2	9.3	36.0	100.0
	Real estate activities	7.1	10.0	25.6	35.7	4.2	9.7	2.6	5.0	100.0
	Professional, scientific and technical activities	2.2	0.6	2.3	16.9	4.8	19.5	13.2	40.5	100.0
	Administrative and support service activities	12.2	15.4	16.9	4.0	5.2	11.4	16.9	17.9	100.0
	Public administration and defense; compulsory social security	0.9	1.5	0.9	22.8	12.3	14.4	13.8	33.4	100.0
	Education	7.1	6.4	14.9	18.2	10.6	13.8	10.3	18.7	100.0
	Human Health and social work activities	2.5	8.8	15.8	15.1	10.3	10.1	18.0	19.3	100.0
	Arts, entertainment and recreation	14.4	4.8	13.2	11.1	9.0	22.5	6.1	18.8	100.0
	Other service activities	6.6	8.3	9.1	4.8	61.1	2.4	3.7	4.1	100.0
	Total	121,732	159,744	193,709	184,065	231,885	117,926	110,747	246,191	1,365,999
TZM	Agriculture, forestry and fishing	13.7	25.4	15.2	9.7	10.7	5.1	5.8	14.4	100.0
	Mining and quarrying	36.0	4.2	9.1	6.0	2.9	4.2	16.3	21.3	100.0

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000-299,999	300,000-399,999	400,000-499,999	500,000-599,999	600,000 - 699,999	Above 700,000	Total
	Manufacturing	3.1	16.7	16.4	10.4	6.4	8.4	7.0	31.8	100.0
	Electricity, gas, steam and air conditioning supply	2.5	7.3	9.4	11.6	9.9	14.1	16.2	29.1	100.0
	Water supply; sewage, waste management and remediation activities	1.6	23.0	8.6	30.0	11.8	7.1	3.7	14.2	100.0
	Construction	3.9	11.1	20.5	15.2	11.9	12.5	11.8	13.2	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	12.8	9.6	28.3	23.7	10.4	3.5	2.7	9.0	100.0
	Transportation and storage	1.7	3.2	12.4	21.6	12.8	16.3	12.9	19.2	100.0
	Accommodation and food service activities	26.6	25.9	17.7	10.2	5.8	5.5	2.8	5.5	100.0
	Information and communication	1.3	2.2	3.2	9.5	13.7	24.5	8.8	36.8	100.0
	Financial and insurance activities	6.2	2.9	10.5	11.6	12.6	11.2	8.9	36.0	100.0
	Real estate activities	7.1	10.1	25.7	35.9	3.9	9.8	2.6	4.9	100.0
	Professional, scientific and technical activities	2.2	0.6	2.3	16.5	4.6	19.6	13.3	40.8	100.0
	Administrative and support service activities	12.3	15.4	16.9	3.7	5.2	11.5	17.0	18.0	100.0
	Public administration and defense; compulsory social security	0.9	1.5	0.9	22.6	12.3	14.3	13.9	33.5	100.0
	Education	6.3	6.1	14.6	17.9	10.7	14.3	10.7	19.4	100.0
	Human Health and social work activities	2.3	8.9	15.9	14.7	10.1	10.2	18.3	19.5	100.0
	Arts, entertainment and recreation	14.6	4.8	13.2	11.0	8.7	22.6	6.1	18.9	100.0
	Other service activities	6.6	8.3	9.1	4.8	61.1	2.4	3.7	4.1	100.0
	Total	119,691	158,603	191,522	170,911	228,516	115,405	109,682	244,385	1,338,715
ZNZ	Agriculture, forestry and fishing	0.0	0.0	14.3	65.7	17.1	0.0	0.0	2.9	100.0
	Mining and quarrying	2.4	26.0	21.1	27.6	16.3	4.1	0.0	2.4	100.0
	Manufacturing	10.6	0.3	5.2	57.7	9.5	5.6	4.1	7.1	100.0
	Electricity, gas, steam and air conditioning supply	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Water supply; sewage, waste management and remediation activities	44.0	0.0	15.4	29.5	1.2	9.3	0.2	0.3	100.0
	Construction	0.0	0.0	0.3	78.0	6.3	12.9	0.8	1.7	100.0
	Wholesale and retail trade; repair of motor vehicles and motorcycles	3.0	4.4	10.1	60.3	9.3	4.6	1.6	6.7	100.0

Place of Residence	Industry	Up to 140,000	140,001 - 199,999	200,000-299,999	300,000-399,999	400,000-499,999	500,000-599,999	600,000 - 699,999	Above 700,000	Total
	Transportation and storage	0.6	1.3	3.5	57.2	14.5	7.5	1.2	14.3	100.0
	Accommodation and food service activities	0.8	1.0	2.6	58.1	15.2	11.6	4.4	6.3	100.0
	Information and communication	0.0	3.7	30.6	26.1	19.4	8.6	5.2	6.3	100.0
	Financial and insurance activities	0.0	4.6	7.0	11.2	1.4	9.1	30.5	36.1	100.0
	Real estate activities	0.0	0.0	0.0	0.0	50.0	0.0	16.7	33.3	100.0
	Professional, scientific and technical activities	1.3	0.9	4.0	46.7	22.2	9.8	3.1	12.0	100.0
	Administrative and support service activities	9.2	17.3	13.1	38.4	9.5	1.6	1.1	9.7	100.0
	Public administration and defense; compulsory social security	2.7	0.4	0.0	56.5	7.0	18.7	0.1	14.5	100.0
	Education	22.3	12.1	20.7	22.8	9.0	3.9	3.3	5.9	100.0
	Human Health and social work activities	10.0	6.3	10.9	32.6	17.2	8.0	7.3	7.7	100.0
	Arts, entertainment and recreation	0.0	0.0	13.8	20.2	33.0	12.8	10.6	9.6	100.0
	Other service activities	0.0	0.0	0.0	22.2	33.3	0.0	16.7	27.8	100.0
	Total	2,041	1,141	2,187	13,154	3,369	2,521	1,065	1,806	27,284

Results in Table 3.6 indicates that, Professional, scientific and technical activities have the largest proportion of employees with temporary contracts earning wages - above TZS 700,000 (40.5 percent) followed by Information and communication industry (36.5 percent). In addition, Mining and quarrying activities has the highest proportion of employees with temporary contracts earning wages below TZS 140,000 with 35.9 percent.

Furthermore, the results show that, relatively large proportions of employees with temporary contracts in Education industry are in the wage groups of TZS 300,000-399,999 (18.2 percent) and above TZS 700,000 (18.7 percent). Employees with temporary contracts in Manufacturing industry about a half are in the wage groups between TZS140,001 to 199,999, TZS 200,000 to 299,999, and above TZS 700,000 accounting for 64.7 percent.

Key Message

Professional, scientific and technical activities have the largest proportion of employees with temporary contracts earning higher wages - above TZS 700,000 (40.5 percent).

CHAPTER FOUR

Cash Earnings Profile

4.1 Introduction

Cash earnings include payments for time not worked, such as annual vacation and other payments of accumulated leave. It also includes other guaranteed and regular paid allowances, payments for overtime work and house-rent paid directly to employees. This chapter presents cash earnings profile of employees in the formal sector by different characteristics such as sex, industry and sector of employment.

4.2 Monthly Average Cash Earnings by Sector.

This section presents findings on differentials in distribution of monthly cash earnings between public and private sector. The information derived from this section can be used by relevant authorities in periodical reviews of wage structure in the private and public sector in order to improve distribution of economic benefits.

Table 4.1: Monthly Average Cash Earnings (TZS) by Sector and Sex; Tanzania, 2022/23 EES

Sector	URT			TZM			ZNZ		
	Male	Female	Overall Average	Male	Female	Overall Average	Male	Female	Overall Average
Private	529,022	511,176	510,016	527,711	509,973	509,269	661,985	544,207	618,042
Public	1,291,858	1,149,715	1,229,171	1,282,380	1,144,692	1,222,837	1,190,186	946,398	1,055,874
Overall Average	594,607	570,882	569,951	591,618	568,455	567,909	905,306	800,716	856,167

Findings in Table 4.1 indicates that overall monthly average cash earnings for employees in formal sector is about TZS 569,951. Overall, it is indicated that monthly average cash earnings for employees in the public sector are higher than in private sector. This trend is indicated for Tanzania Mainland and Zanzibar, with average monthly cash earnings in public sector being about twice as much as in private sector. Furthermore, with respect to sex differentials in earnings, results show that there are no pronounced differences between average monthly cash earning of males and females, although earnings for males are slightly higher (TZS 594,607) compared to

that of females (TZS 570,882). More or less the same trend is observed in both Tanzania Mainland and Zanzibar.

Key Message

Overall, the findings indicate that monthly average cash earnings for employees in the public sector are about two times as much as employees in the private sector.

4.3 Monthly Average Cash Earnings by Sub Sector.

This section analyses the distribution of monthly cash earnings by detailed sectors. Information derived from this analysis is vital for formulation of policies for special groups and determining levels of payments in different economic sectors. It can also be used as a basis for setting minimum wage as well as evaluating pay structure in different sectors.

Table 4.2: Monthly Average Cash Earnings (TZS) by Sub- Sector and Sex; Tanzania, 2022/23 EES

Sector and Subsector	URT			TZM			ZNZ		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
Private									
Profit Making Institutions	528,329	510,944	509,588	526,998	509,737	508,808	643,570	539,367	604,458
Non - Profit Making Institutions	544,015	529,667	526,463	542,566	527,807	525,418	895,823	647,997	773,603
Cooperatives	420,332	348,508	376,039	420,972	351,961	378,840	787,411	208,321	723,629
Overall Average	529,022	511,176	510,016	527,711	509,973	509,269	661,985	544,207	618,042
Public									
Central and Local Governments	1,303,897	1,153,221	1,238,737	1,296,519	1,150,656	1,234,633	1,118,244	839,766	954,203
Parastatal Organizations	1,222,613	1,129,592	1,173,552	1,201,127	1,110,460	1,154,318	1,437,805	1,966,357	1,617,665
Overall Average	1,291,858	1,149,715	1,229,171	1,282,380	1,144,692	1,222,837	1,190,186	946,398	1,055,874

Findings in Table 4.2 shows distribution of average monthly cash earnings by sub sectors. It is indicated that, there is no much difference in earnings within the government. Average monthly cash earnings for employees in Central and Local Governments; and in Parastatal Organizations are nearly equal, just above one million Shillings. On the other hand, for the private sector, average monthly cash earnings are highest for employees in nonprofit institutions (TZS 526,463) and lowest for employees

working in cooperatives (TZS 376,039), although without much differences between in overall earnings.

4.4 Monthly Average Cash Earnings by Category of Employment

The information in this section provides insights on monthly average cash earnings differentials by categories of employment, namely: - regular and casual employment. Generally, results in this section provide a basis for formulation of programmes to enhance working conditions for employees in different sectors.

Table 4.3: Monthly Average Cash Earnings (TZS) by Sub -Sector and Category of Employment; Tanzania, 2022/23 EES

Sub-Sector	URT		TZM		ZNZ	
	Regular Employees	Casual Employees	Regular Employees	Casual Employees	Regular Employees	Casual Employees
Private Profit-Making Institutions	530,581	212,910	528,987	209,512	736,192	252,499
Private Non-Profit Making Institutions	535,353	342,564	534,227	343,480	925,821	250,247
Cooperatives	397,377	140,377	399,746	135,691	920,704	415,693
Central and Local Governments	1,248,994	280,099	1,245,221	280,099	1,118,244	0
Parastatal Organizations	1,186,245	287,945	1,167,412	287,945	1,437,805	0
Overall Average	589,539	223,394	586,740	220,790	903,044	261,490

Findings in Table 4.3 indicates that the overall monthly average cash earnings for regular employees in the formal sector is about TZS 589,539. On the other hand, it is also indicated that, average monthly cash earnings for casual employee are TZS 223,394, about half of the amount paid to regular employees.

4.5 Monthly Average Cash Earnings of Employees by Industry.

The analysis of cash earnings by industry and sex provides useful information for determining income variation among different industrial groups and gender pay gap. The information obtained in this section is important in formulation and implementation of labour and employment related policies.

Table 4.4: Monthly Average Cash Earnings (TZS) per individual Employees by Industry and Sex; Tanzania, 2022/23 EES

Industry	URT			TZM			ZNZ		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	541,785	523,099	531,663	542,731	523,987	533,184	861,986	491,223	724,396
Mining and quarrying	682,049	854,774	686,359	687,560	867,431	692,311	390,745	536,432	448,927
Manufacturing	499,332	425,772	481,868	501,037	426,508	483,471	360,430	353,049	359,338
Electricity, gas, steam and air conditioning supply	708,226	660,672	690,495	707,866	660,220	690,110	884,536	857,408	879,535
Water supply; sewerage, waste management and remediation activities	1,040,206	1,035,319	1,028,952	1,054,307	1,045,254	1,041,991	760,892	685,491	731,740
Construction	498,067	538,226	497,367	496,626	535,708	496,024	649,851	675,300	652,263
Wholesale and retail trade; repair of motor vehicles and motorcycles	469,033	525,073	473,015	468,401	524,718	472,611	925,763	878,724	913,022
Transportation and storage	558,197	501,880	542,905	556,770	501,723	541,984	678,221	690,731	682,676
Accommodation and food service activities	469,698	448,958	455,760	460,296	440,004	447,509	799,250	736,343	776,591
Information and communication	675,452	645,397	656,028	677,059	645,671	656,931	774,484	828,569	795,185
Financial and insurance activities	977,110	877,893	921,227	974,526	876,474	918,974	1,836,237	1,369,658	1,632,785
Real estate activities	741,613	668,248	714,170	741,792	667,727	714,138	1,071,269	941,000	1,037,771
Professional, scientific and technical activities	969,213	945,903	919,462	968,363	942,119	918,617	1,845,678	1,455,833	1,660,782
Administrative and support service activities	594,135	557,544	569,188	582,042	544,850	558,317	516,514	695,218	563,000
Public administration and defense; compulsory social security	1,261,533	1,105,941	1,196,366	1,241,428	1,095,329	1,181,995	1,388,613	1,011,128	1,200,248
Education	955,316	820,907	859,934	979,808	853,096	892,832	931,691	733,480	797,202
Human health and social work activities	552,419	489,440	511,350	551,387	484,931	507,922	688,624	747,929	723,066
Arts, entertainment and recreation	755,194	563,172	618,475	722,641	531,833	587,528	1,368,198	1,049,576	1,222,936
Other service activities	512,920	478,002	495,644	512,618	477,721	495,394	1,059,135	784,527	921,831
Overall Average	594,607	570,882	569,951	591,618	568,455	567,909	905,306	800,716	856,167

Findings in Table 4.4 reveals that, employees in the industry of public administration and defence; compulsory social security has the highest average monthly cash earnings (1,196,366) followed by those employees in the industry of Water supply; sewerage, waste management and remediation activities (1,028,952). On the other hand, employees in the Accommodation and food service activities and Wholesale and retail trade; repair of motor vehicles and motorcycles have the lowest average monthly cash earnings (455,760) and (473,015) respectively.

Key Message

Public administration and defense; compulsory social security had the highest average monthly cash earnings (1,196,366), whereas Accommodation and food service activities had the lowest monthly average cash earnings of TZS 455,760.

4.6 Annual Cash Earnings of Employees by Sector.

Annual cash earnings of employees by sector are used to measure total labour cost burden incurred by employers and income variations in different sectors of the economy. Generally, the labour cost burden is influenced by the total number of employees in the sector with respect to their monthly cash earnings.

Figure 4.1: Percentage Distribution of Total Annual Cash Earnings by Sector; Tanzania, 2022/23 EES

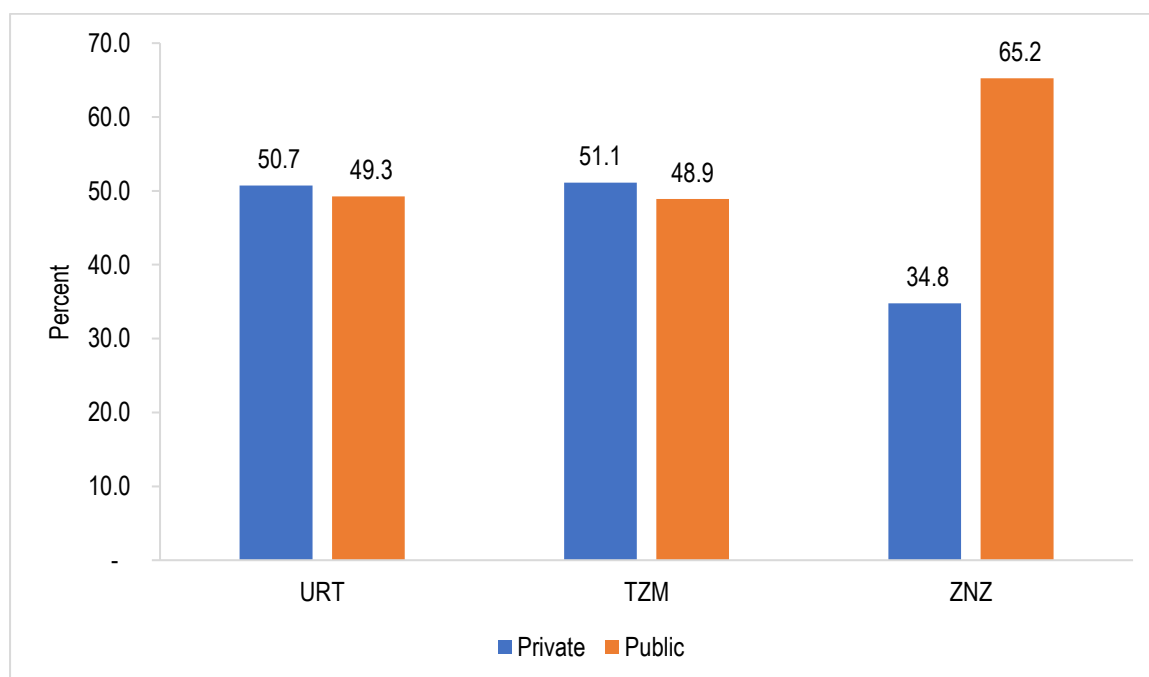


Figure 4.1 reveals that, generally private sector has the largest proportion of total annual cash earnings of employees in the formal sector compared to public sector. Contrarily, for Zanzibar total annual cash earning of private sector is lower than that of the public sector.

4.7 Annual Cash Earnings of Employees by Industry

Cash earnings of employees are useful in determining the income generating capacity of different industries. This provides indications on industrial productivity and employees' welfare.

Table 4.5: Annual Cash Earnings of Employees by Industry (TZS Million); Tanzania, 2022/23 EES

Industry	URT	TZM	ZNZ
Agriculture, forestry and fishing	1,044,386	1,029,282	15,104
Mining and quarrying	499,670	498,263	1,406
Manufacturing	2,949,132	2,938,971	10,161
Electricity, gas, steam and air conditioning supply	379,904	372,931	6,973
Water supply; sewerage, waste management and remediation activities	204,812	188,501	16,312
Construction	616,086	585,922	30,164
Wholesale and retail trade; repair of motor vehicles and motorcycle	2,323,849	2,310,926	12,923
Transportation and storage	602,452	587,521	14,931
Accommodation and food service activities	1,529,458	1,406,758	122,700
Information and communication	428,848	421,923	6,925
Financial and insurance activities	1,148,560	1,129,520	19,040
Real estate activities	53,764	53,400	364
Professional, scientific and technical activities	585,888	569,730	16,158
Administrative and support service activities	1,503,670	1,497,409	6,261
Public administration and defense; compulsory social security	6,414,426	6,228,320	186,105
Education	6,694,457	6,518,425	176,032
Human health and social work activities	1,856,216	1,801,231	54,984
Arts, entertainment and recreation activities	108,860	101,503	7,357
Other service activities	1,814,334	1,813,706	627
Total	30,758,772	30,054,245	704,527

Findings in Table 4.5 show that, total annual cash earnings of the formal sector are TZS 30,758,772. Industries with largest contribution to total annual cash earnings are Education; Public administration and defense; compulsory social security; and Manufacturing. The same industries are indicated to have greater contribution to total annual cash earnings in both TZM and ZNZ.

4.8 Annual Cash Earnings of Employees by Category of Employment

The availability and use of cash earnings information of the country's workforce is crucial for the formulation and evaluation of employment related policies and national development programs. Cash earnings information is also useful in determining remuneration and earning patterns of different industries.

Table 4.6: Percentage Distribution of Annual Cash Earnings by Industry and Category of Employment; Tanzania, 2022/23 EES

Industry	URT			TZM			ZNZ		
	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total	Regular Employees	Casual Employees	Total
Agriculture, forestry and fishing	3.3	0.1	3.4	3.3	0.1	3.4	2.0	0.2	2.1
Mining and quarrying	1.5	0.1	1.6	1.6	0.1	1.7	0.1	0.1	0.2
Manufacturing	9.1	0.5	9.6	9.3	0.5	9.8	0.9	0.6	1.4
Electricity, gas, steam and air conditioning supply	1.2	0.0	1.2	1.2	0.0	1.2	1.0	0.0	1.0
Water supply; sewage, waste management and remediation activities	0.6	0.0	0.7	0.6	0.0	0.6	2.3	0.0	2.3
Construction	1.8	0.2	2.0	1.8	0.2	1.9	3.6	0.7	4.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.8	0.7	7.5	7.0	0.7	7.7	1.8	0.1	1.8
Transportation and storage	1.9	0.1	2.0	1.9	0.1	2.0	2.1	0.0	2.1
Accommodation and food service activities	4.7	0.3	5.0	4.4	0.3	4.7	17.2	0.3	17.4
Information and communication	1.3	0.1	1.4	1.3	0.1	1.4	1.0	0.0	1.0
Financial and insurance activities	3.7	0.0	3.7	3.8	0.0	3.8	2.7	0.0	2.7
Real estate activities	0.2	0.0	0.2	0.2	-	0.2	0.1	0.0	0.1
Professional, scientific and technical activities	1.8	0.1	1.9	1.8	0.1	1.9	2.3	0.0	2.3
Administrative and support service activities	4.8	0.1	4.9	4.9	0.1	5.0	0.9	0.0	0.9
Public administration and defence; compulsory social security	20.9	0.0	20.9	20.7	0.0	20.7	26.4	0.0	26.4
Education	21.6	0.2	21.8	21.5	0.2	21.7	24.9	0.1	25.0
Human Health and social work activities	5.9	0.1	6.0	5.9	0.1	6.0	7.6	0.2	7.8
Arts, entertainment and recreation	0.3	0.0	0.4	0.3	0.0	0.3	1.0	0.0	1.0
Other service activities	5.7	0.2	5.9	5.8	0.2	6.0	0.1	0.0	0.1
Total	97.4	2.6	100.0	97.4	2.6	100	97.8	2.2	100.0

Results in Table 4.6 shows that, larger proportion of annual cash earnings are earned by regular employees (97.4 percent) as compared to casual employees (2.6 percent). Industries with relatively larger proportions of annual cash earnings for regular employees are Education (21.8 percent); and Public Administration, Defense and Compulsory Social Security (20.9 percent). On the other hand, Real Estate Activities as well as Arts, Entertainment and Recreation had relatively smaller proportions of annual cash earnings with 0.2 percent and 0.4 percent, respectively.

CHAPTER FIVE

Annual Wage Bill Profile

5.1 Introduction

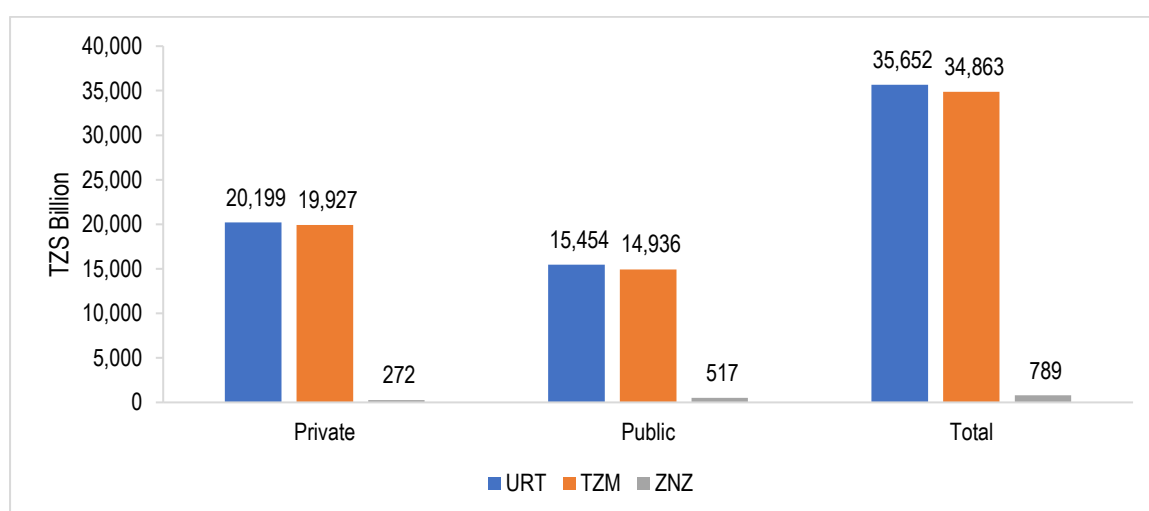
The wage bill is the total sum of gross wages of an establishment. The figures represent workers' claims for furnishing labour in production of goods or services on behalf of employers.

This chapter provides information on gross cash earnings and free rations in the annual wage bills for 2022/23. The analysis is done in regard to distribution of wage bill by sector of employment, industry, category of employment and region.

5.2 Annual Wage Bill by Sector

This section illustrates the distribution of annual wage bill by public and private sectors of employment. The analysis is done by considering the level of employment in a particular sector over the same reference period to realize the real impact of changes in the annual wage bill observed in 2022/23.

Figure 5.1: Distribution of Annual Wage Bill (TZS billion) by Sector, Tanzania, 2022/23

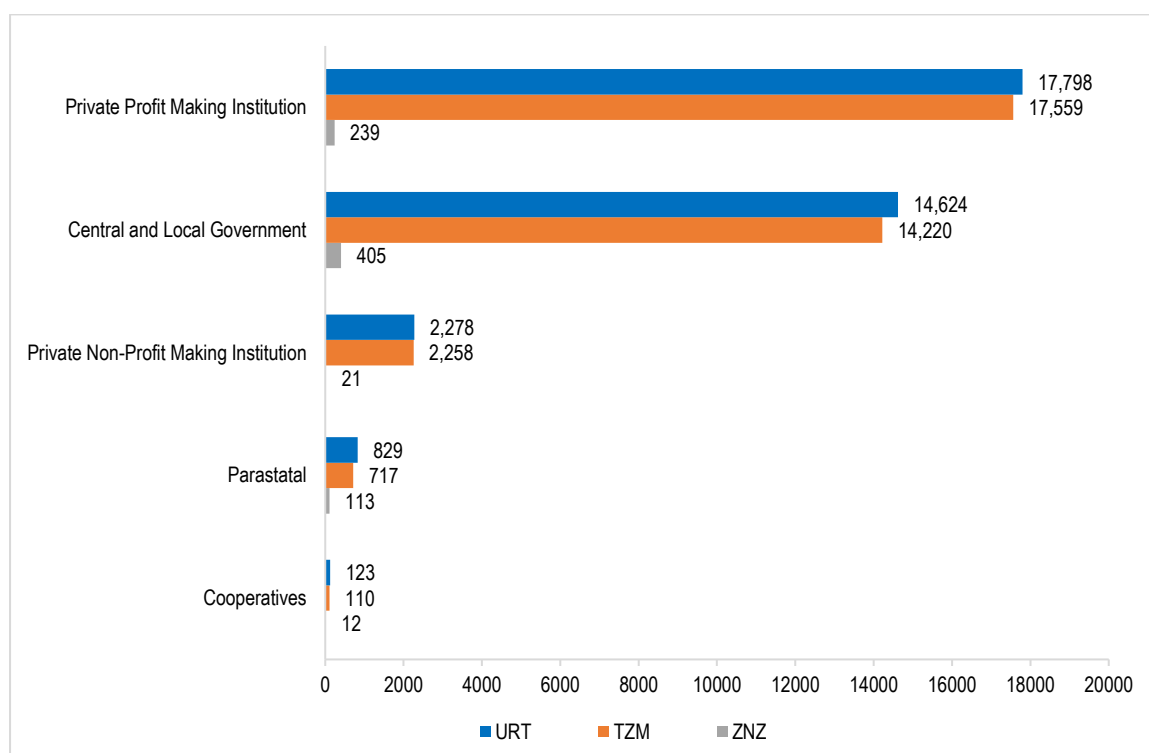


Results in Figure 5.1 shows that the total annual wage bill in 2022/23 stands at TZS 35,652 billion. Private sector has higher annual wage bill (TZS 20,199 billion) compared to public sector accounting for TZS 15,454 billion.

5.3 Annual Wage Bill by Sub-Sector

Analysis of distribution of wage bill by sub-sector of the economy shows comparative costs of employers across the detailed sectors in the economy. The information helps in formulation of sector- specific programs of wage structure in relation to productivity and other important labour related variables.

Figure 5.2: Distribution of Annual Wage Bill (TZS billion) by Sub-Sector; Tanzania, 2022/23 EES



Results in Figure 5.2 shows that the largest annual wage bill is incurred by employers in Private Profit-Making Institutions (TZS 17,798 billion) followed by employers in Central and Local Government (TZS 14,624 billion), while Private Non-Profit Making Institution ranked the third with TZS 2,278 billion. On the other hand, employers in the Cooperatives had the smallest share of wage bill amounted to TZS 123 billion. The lower annual wage bill in the Cooperatives is mainly attributed by small number of employees compared to other sectors. Similar trend is observed in Tanzania Mainland.

Furthermore, the results show that the largest annual wage bill in Zanzibar is incurred by employers in Central and Local Government (TZS 405 billion) followed by

employers in Private Profit-Making Institutions (TZS 239 billion), while Parastatal Organizations ranked the third with TZS 113 billion.

5.4 Annual Wage Bill by Industry

Analysis of wage bill by industry provides an indication of relative costs incurred by employers in different industries. This information is vital in assessing the employment programs that may be implemented in the industries with a focused outcome of increasing productivity.

Table 5.1: Percentage Distribution of Annual Wage Bill (TZS Billion) by Industry and Sector; Tanzania, 2022/23 EES

Industry	URT			TZM			ZNZ		
	Private	Public	Total	Private	Public	Total	Private	Public	Total
Agriculture, forestry and fishing	3.4	2.9	3.2	3.5	2.9	3.2	0.6	2.8	2.0
Mining and quarrying	2.3	0.8	1.7	2.4	0.8	1.7	0.6	0.0	0.2
Manufacturing	18.1	0.4	10.6	18.6	0.3	10.8	4.1	0.4	1.6
Electricity, gas, steam and air conditioning supply	0.4	1.9	1.1	0.4	2.0	1.1	0.0	1.0	0.7
Water supply; sewage, waste management and remediation activities	0.2	1.1	0.6	0.1	1.1	0.5	0.0	4.0	2.6
Construction	3.5	1.4	2.6	3.6	1.3	2.6	11.0	1.7	4.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	12.5	3.2	8.5	12.8	3.2	8.7	3.4	1.2	2.0
Transportation and storage	2.0	1.4	1.8	2.0	1.4	1.8	2.6	2.6	2.6
Accommodation and food service activities	16.5	1.1	9.9	16.9	0.2	9.7	50.3	0.0	17.3
Information and communication	1.6	0.7	1.2	1.6	0.6	1.2	1.7	1.0	1.2
Financial and insurance activities	4.8	1.2	3.2	4.8	1.2	3.3	2.1	3.6	3.1
Real estate activities	0.2	0.1	0.2	0.2	0.1	0.2	0.1	0.0	0.0
Professional, scientific and technical activities	1.3	2.2	1.7	1.3	2.2	1.7	1.2	2.5	2.1
Administrative and support service activities	6.0	4.1	5.2	6.2	4.1	5.3	2.4	0.0	0.8
Public administration and defence; compulsory social security	1.6	40.1	18.0	0.7	40.8	17.9	0.0	38.4	25.2
Education	11.6	29.1	19.1	11.1	29.4	18.9	13.2	30.1	24.3
Human Health and social work activities	3.9	7.5	5.4	3.8	7.5	5.4	5.8	9.8	8.4
Arts, entertainment and recreation	0.4	0.2	0.3	0.4	0.1	0.3	0.8	0.9	0.9
Other service activities	9.5	0.9	5.8	9.7	0.9	5.9	0.2	0.0	0.1
Total (Percentage)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total (TZS billion)	20,444	15,208	35,652	19,927	14,936	34,863	272	517	789

Findings in Table 5.1 reveals that Education Industry has the largest share (19.1 percent) of annual wage bill followed by public administration and defense; compulsory social security industry with 18.0 percent. The third largest percentage of annual wage bill is in Manufacturing industry with 10.6 percent. Similar trend is observed in Tanzania Mainland. In contrary, annual wage bill in Zanzibar is higher in public

administration and defence; compulsory social security (25.2 percent) followed by Education (24.3 percent) and Accommodation and food service activities (17.3 percent).

Results further show that in private sector the highest proportion of annual wage bill is in the industry of Manufacturing (18.1 percent), followed by Accommodation and food service activities (16.5 percent) and Wholesale and retail trade; repair of motor vehicles and motorcycles (12.5 percent). The lowest proportion of annual wage bill in private sector are in Water supply; sewage, waste management and remediation activities and Real estate activities both with 0.2 percent. Furthermore, in public sector the highest proportion of annual wage are in public administration and defence; compulsory social security (40.1 percent), Education (29.1 percent) and Human Health and social work activities (7.5 percent). In both private and public sector similar trend is observed in Tanzania Mainland.

5.5 Annual Wage Bill by Region

Distribution of Annual wage bill by region indicates variations of employers' cost in different regions. Normally, employers' cost has a significant bearing of the level of economic activities, therefore the analysis of the distribution of wage bill by region can provide an understanding of disparities of economic activities in different regions.

Table 5.2: Percentage Distribution of Annual Wage Bill (TZS billion) by Regions; Tanzania, 2022/23 EES

Place of Residence	Region	Percentage
TZM	Dodoma	5.0
	Arusha	3.5
	Kilimanjaro	4.3
	Tanga	5.6
	Morogoro	8.6
	Pwani	2.3
	Dar es Salaam	27.8
	Lindi	1.7
	Mtwara	1.2
	Ruvuma	2.2
	Iringa	2.8
	Mbeya	4.6
	Singida	2.1
	Tabora	1.9
	Rukwa	1.5

Place of Residence	Region	Percentage
	Kigoma	2.3
	Shinyanga	3.2
	Kagera	2.6
	Mwanza	4.4
	Mara	2.6
	Manyara	1.8
	Njombe	1.5
	Katavi	1.1
	Simiyu	1.5
	Geita	2.6
	Songwe	1.2
	Total (Percentage)	100.0
	Total (TZS billion)	34,863.0
ZNZ	Kaskazini Unguja	14.3
	Kusini Unguja	13.2
	Mjini Magharibi	57.4
	Kaskazini Pemba	2.5
	Kusini Pemba	12.6
	Total (Percentage)	100.0
	Total (TZS billion)	789.0
URT	Total (TZS billion)	35,652.0

Findings in Table 5.2 reveals that, the highest proportion of annual wage in Tanzania Mainland is in Dar es Salaam region (27.8 percent) followed by Morogoro and Tanga regions with 8.6 percent and 5.6 percent respectively. Results also reveal that, Katavi and Songwe region has the lowest proportion of annual wage bill with 1.1 percent and 1.2 percent respectively. Furthermore, the results shows that the highest proportion of annual wage bill in Zanzibar is in Mjini Magharibi (57.4 percent). Generally, larger annual wage bill in the regions coincides with larger levels of employment in these regions.

CHAPTER SIX

Newly Recruited Workers

6.1 Introduction

The recruitment of new workers is a process of finding and attracting potential candidates to fill up vacant positions in an organization. This chapter focuses on analysis of various characteristics of the newly recruited workers in terms of nature of position filled, occupations, sex, level of education, sector of employment, citizenship and starting salary.

6.2 Recruited Employees by Sector

The recruitment of new employees plays an important role in the performance of an organization to achieve its goals of service delivery. This section presents analysis of distribution of newly recruited workers in the formal sector in terms of sector, sex and nature of job posts filled, either as existing vacancies in the establishment or newly created posts.

Table 6.1: Number of Newly Recruited Workers by Sector, Nature of Position Filled and Sex; Tanzania, 2022/23 EES

Place of Residence	Sector	Filled Vacant Post			Newly Created Post			Total		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
URT	Private	27,871	26,368	54,239	26,767	15,066	41,833	54,639	41,433	96,072
	Public	3,069	2,656	5,725	18,244	12,926	31,170	21,312	15,582	36,895
	Total	30,940	29,024	59,964	45,011	27,991	73,002	75,951	57,015	132,966
TZM	Private	27,457	26,078	53,535	25,938	14,592	40,530	53,396	40,669	94,065
	Public	2,927	2,035	4,962	17,651	12,378	30,029	20,577	14,413	34,991
	Total	30,384	28,113	58,497	43,589	26,969	70,558	73,973	55,082	129,055
ZNZ	Private	414	290	704	829	474	1,303	1,243	764	2,007
	Public	142	621	763	593	548	1,141	735	1,169	1,904
	Total	556	911	1,467	1,422	1,022	2,444	1,978	1,933	3,911

Findings in Table 6.1 reveal that there is a total of 132,966 new workers recruited in the formal sector of URT of which 73,002 employees (54.9 percent) are due to newly created posts and existing vacant positions accounted for the rest (59,964 employees; 45.1 percent). Among the total newly recruited employees, there are more males (75,951 employees) than females (57,015 employees). Across sector, most of the newly

recruited workers (96,072 employees) are in the private formal sector as compared to public sector (36,895 employees).

Key Message

The findings reveal that there were more males (75,951 employees) than females (57,015 employees) among the total newly recruited workers (132,966 employees) in the formal sector

6.3 Newly Recruited Workers by Occupations

This section presents distribution of the newly recruited workers by occupational categories and sex. Analysis of the newly recruited workers by occupation provides information on relative demands of various occupations in the labour market. As such, this information can be used for career guidance and other relevant decisions to influence the labour market.

Table 6.2: Distribution of Newly Recruited Workers by Occupations and Sex; Tanzania, 2022/23 EES

Place of Residence	Occupation	Male		Female		Total	
		Number	Percentage	Number	Percentage	Number	Percentage
URT	Legislators, administrators and managers	1,711	2.3	1,213	2.1	2,924	2.2
	Professionals	21,816	28.7	13,228	23.2	35,044	26.4
	Technicians and associate professionals	15,658	20.6	11,702	20.5	27,360	20.6
	Clerks	2,505	3.3	3,240	5.7	5,745	4.3
	Service workers and shop sales workers	17,065	22.5	17,522	30.7	34,587	26.0
	Agricultural and fishery workers	1,131	1.5	426	0.7	1,557	1.2
	Craft and related workers	3,940	5.2	2,694	4.7	6,635	5.0
	Plant and machine operators and assemblers	4,874	6.4	500	0.9	5,374	4.0
	Elementary occupations	7,250	9.5	6,491	11.4	13,741	10.3
	Total	75,951	100.0	57,015	100.0	132,966	100.0
TZM	Legislators, administrators and managers	1,681	2.3	1,186	2.2	2,867	2.2
	Professionals	21,250	28.7	12,803	23.2	34,053	26.4
	Technicians and associate professionals	15,110	20.4	10,571	19.2	25,681	19.9
	Clerks	2,446	3.3	3,186	5.8	5,632	4.4
	Service workers and shop sales workers	16,860	22.8	17,329	31.5	34,189	26.5
	Agricultural and fishery workers	1,120	1.5	417	0.8	1,537	1.2
	Craft and related workers	3,899	5.3	2,691	4.9	6,591	5.1

Place of Residence	Occupation	Male		Female		Total	
		Number	Percentage	Number	Percentage	Number	Percentage
	Plant and machine operators and assemblers	4,798	6.5	489	0.9	5,287	4.1
	Elementary occupations	6,808	9.2	6,411	11.6	13,219	10.2
	Total	73,973	100.0	55,082	100.0	129,055	100.0
ZNZ	Legislators, administrators and managers	30	1.5	27	1.4	57	1.5
	Professionals	566	28.6	425	22.0	991	25.3
	Technicians and associate professionals	548	27.7	1,131	58.5	1,679	42.9
	Clerks	59	3.0	54	2.8	113	2.9
	Service workers and shop sales workers	205	10.4	193	10.0	398	10.2
	Agricultural and fishery workers	11	0.6	9	0.5	20	0.5
	Craft and related workers	41	2.1	3	0.2	44	1.1
	Plant and machine operators and assemblers	76	3.8	11	0.6	87	2.2
	Elementary occupations	442	22.3	80	4.1	522	13.3
	Total	1,978	100.0	1,933	100.0	3,911	100.0

Findings in Table 6.2 shows that, the largest proportion of the newly recruited workers (26.4 percent) are in the occupation category of Professionals, followed by Service workers and shop sales workers category (26.0 percent), in contrarily to Tanzania Mainland the results indicates the large proportion of the newly recruited workers (26.5 percent) are in occupation category of Service workers and shop sales workers, and for Tanzania Zanzibar it depict the larger proportion of newly recruited workers (42.9 percent) are in occupation category of Technicians and associate professionals.

Furthermore, the result indicates occupation category of Agricultural and Fishery Workers has the smallest proportion of the newly recruited workers (1.2 percent). A considerable male-female gap for the newly recruited workers is observed in the occupation category of Service workers and shop sales workers (30.7 percent for females and 22.5 percent for males).

6.4 Newly Recruited Workers by Level of Education

This section presents education characteristics of the recruited workers. Education attainment is a vital attribute for a successful job search. It is linked to a number of factors of a job post, such as roles and responsibilities of the post and most importantly

level of remuneration attached to the post. For this reason, education qualification of man power is a vital aspect in many labour market program applications.

Table 6.3: Distribution of Newly Recruited Workers by Level of Education and Sex; Tanzania, 2022/23 EES

Place of Residence	Level of Education	Male		Female		Total	
		Number	Percent	Number	Percent	Number	Percent
URT	No education	529	0.7	117	0.2	646	0.5
	Primary Education	7,763	10.2	9,751	17.1	17,514	13.2
	Secondary	11,614	15.3	9,798	17.2	21,412	16.1
	Vocational Education	5,243	6.9	2,908	5.1	8,151	6.1
	Tertiary Non-University	32,147	42.3	23,379	41.0	55,526	41.8
	Tertiary University	18,654	24.6	11,063	19.4	29,717	22.3
	Total	75,951	100.0	57,015	100.0	132,966	100.0
TZM	No education	511	0.7	115	0.2	626	0.5
	Primary Education	7,729	10.4	9,742	17.7	17,471	13.5
	Secondary	11,412	15.4	9,539	17.3	20,951	16.2
	Vocational Education	4,863	6.6	2,853	5.2	7,716	6.0
	Tertiary Non-University	31,439	42.5	22,264	40.4	53,703	41.6
	Tertiary University	18,018	24.4	10,570	19.2	28,588	22.2
	Total	73,973	100.0	55,082	100.0	129,055	100.0
ZNZ	No education	18	0.9	2	0.1	20	0.5
	Primary Education	34	1.7	9	0.5	43	1.1
	Secondary	202	10.2	259	13.4	461	11.8
	Vocational Education	380	19.2	55	2.8	435	11.1
	Tertiary Non-University	708	35.8	1,115	57.7	1,823	46.6
	Tertiary University	636	32.2	493	25.5	1,129	28.9
	Total	1,978	100.0	1,933	100.0	3,911	100.0

Findings in Table 6.3 shows that about one-third of the workers recruited in the formal sector (41.8 percent) has attained Tertiary non-university. There are more males (42.3 percent) with Tertiary non-university than females (41.0 percent). The second largest proportions of the workers recruited has qualifications of Tertiary university (22.3 percent), this trend happened for Tanzania Mainland and Zanzibar as well.

Key Message

There are more new male recruits (32,147) with Tertiary non-university compared to female (23,379) in the formal sector

6.5 Employment Status for Newly Recruited Employees

This section presents distribution of newly recruited workers by terms of employment in the formal sector. The terms of employment considered in the analysis include: - employment on permanent terms, contractual, casual, apprenticeship and others. This information is useful considering that terms of employment have an attitude on the decency of work.

Table 6.4: Distribution of Newly Recruited Workers by Terms of Employment and Sector; Tanzania, 2022/23 EES

Place of Residence	Sector/Sub-sector	Permanent Contract	Special task contract	Fixed term contract	Casual	Total
URT	A. Private					
	Private Profit-Making Institutions	18,006	24,082	42,327	3,870	88,285
	Private Non-Profit Making Institution	2,069	1,431	3,507	54	7,061
	Cooperatives	323	335	61	7	726
	Sub-Total	20,399	25,848	45,895	3,931	96,072
	Percent	21.2	26.9	47.8	4.1	100.0
	B. Public					
	Central and Local Governments	34,681	113	528	4	35,326
	Parastatal Organizations	1,145	20	319	85	1,569
	Sub-Total	35,826	132	847	89	36,895
	Percent	97.1	0.4	2.3	0.2	100.0
	Total	56,224	25,980	46,742	4,020	132,966
TZM	A. Private					
	Private Profit-Making Institutions	17,794	23,815	41,436	3,701	86,746
	Private Non-Profit Making Institution	2,067	1,408	3,407	54	6,936
	Cooperatives	323	2	58	0	383
	Sub-Total	20,185	25,225	44,901	3,755	94,065
	Percent	21.5	26.8	47.7	4.0	100.0
	B. Public					
	Central and Local Governments	32,869	105	524	4	33,502
	Parastatal Organizations	1,069	20	315	85	1,489
	Sub-Total	33,938	124	839	89	34,991
	Percent	97.0	0.4	2.4	0.3	100.0
	Total	54,122	25,349	45,740	3,844	129,055
ZNZ	A. Private					
	Private Profit-Making Institution	212	267	891	169	1,539
	Private Non-Profit Making Institution	2	23	100	0	125
	Cooperatives	0	333	3	7	343
	Sub-Total	214	623	994	176	2,007
	Percent	10.7	31.0	49.5	8.8	100.0
	B. Public					
	Central and local governments	1,812	8	4	0	1,824

Place of Residence	Sector/Sub-sector	Permanent Contract	Special task contract	Fixed term contract	Casual	Total
	Parastatal organizations	76	0	4	0	80
	Sub-Total	1,888	8	8	0	1,904
	Percent	99.2	0.4	0.4	0	100.0
	Total	2,102	631	1,002	176	3,911

Findings in Table 6.4 shows that, majority of the newly recruited workers are engaged under permanent contracts terms, such workers constituted 97.1 percent of the newly recruited workers in the public sector and 21.2 percent of such workers in the private sector. On the other hand, other commonly used terms of recruitment of workers in the private sector are employers offering special task contracts or fixed term contracts about 26.9 percent and 47.8 percent of the newly recruited workers in the formal sector.

6.6 Citizenship of Newly Recruited Workers

This section analyses the distribution of newly recruited workers by occupation and citizenship. This information is useful for identifying types of occupations that are more likely to be held by foreigners and therefore informing policy or programs to enhance availability of skills to citizen candidates.

Table 6.5: Number of Newly Recruited Employees by Occupation and Citizenship; Tanzania, 2022/23 EES

Occupation	URT			TZM			ZNZ		
	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total	Citizen	Non-Citizen	Total
Legislators, administrators and managers	2,836	88	2,924	2,789	78	2,867	47	10	57
Professionals	34,903	141	35,044	33,913	140	34,053	990	1	991
Technicians and associate professionals	27,333	28	27,360	25,655	27	25,681	1,678	1	1,679
Clerks	5,724	21	5,745	5,611	21	5,632	113	0	113
Service workers and shop sales workers	34,528	59	34,587	34,136	53	34,189	392	6	398
Agricultural and fishery workers	1,557	0	1,557	1,537		1,537	20	0	20
Craft and related workers	6,635	0	6,635	6,591		6,591	44	0	44
Plant and machine operators and assemblers	5,329	45	5,374	5,242	45	5,287	87	0	87
Elementary occupations	13,741	0	13,741	13,219		13,219	522	0	522
Total	132,584	382	132,966	128,691	364	129,055	3,893	18	3,911

Findings in Table 6.5 shows that among the newly recruited workers in the formal sector about 132,584 workers equivalent to 99.7 percent are citizens of Tanzania. Non-citizens accounted for 0.3 percent (382 workers), and most of such workers are recruited in the occupation category of Professionals and Legislators, administrators.

6.7 Newly Recruited Employees by Region

This section presents distribution of newly recruited workers by region and sex. It provides information on job opportunities across regions and how male and female employees access those opportunities.

Table 6.6: Distribution of Newly Recruited Workers by Region and Sex; Tanzania, 2022/23 EES

Place of Residence	Male	Female	Total
URT	75,761	56,520	132,966
TZM	73,973	55,082	129,055
Dodoma	5,458	4,990	10,448
Arusha	941	512	1,453
Kilimanjaro	2,787	2,303	5,090
Tanga	3,373	1,446	4,820
Morogoro	2,827	2,059	4,886
Pwani	1,734	1,460	3,194
Dar es Salaam	31,574	20,117	51,691
Lindi	776	599	1,375
Mtwara	1,187	723	1,910
Ruvuma	1,559	1,291	2,850
Iringa	2,557	4,003	6,561
Mbeya	2,168	2,486	4,654
Singida	1,391	1,234	2,625
Tabora	1,655	1,353	3,008
Rukwa	529	316	845
Kigoma	1,011	707	1,717
Shinyanga	2,793	1,763	4,556
Kagera	250	100	350
Mwanza	3,395	3,046	6,441
Mara	1,000	938	1,938
Manyara	890	794	1,684
Njombe	339	219	558
Katavi	526	371	897
Simiyu	1,457	835	2,293
Geita	1,558	1,173	2,732
Songwe	238	245	483
ZNZ	1,978	1,933	3,911
Kaskazini Unguja	107	233	340
Kusini Unguja	305	319	624
Mjini Magharibi	1,330	856	2,186
Kaskazini Pemba	46	29	75
Kusini Pemba	190	496	686

Findings in Table 6.6 shows that, most of the newly recruited workers are in Dar es Salaam region with 51,691 workers followed by Dodoma with 10,448 workers and Mwanza with 6,441 workers. The main reasons for recruitment of large numbers of workers in these regions could be the presence of more establishments offering social and economic services in these regions. On the other hand, Kagera and Songwe regions has the smallest number of recruited workers in Tanzania Mainland (350 workers and 483 workers) respectively. In Tanzania Zanzibar, Kaskazini Pemba has the smallest number of newly recruited worker (75).

6.8 Newly Recruited Employees by Starting Salary

This section focuses on the distribution of newly recruited employees by occupation and starting salaries. The information presented in this section is important to understand the variation in starting salaries across occupations.

Table 6.7: Number of Newly Recruited Employees by Occupation and Starting Salary; Tanzania, 2022/23 EES

Place of Residence	Occupation	Lowest thru 14000	14001 thru 19999	20000 thru 29999	30000 thru 39999	40000 thru 49999	50000 thru 59999	60000 thru 69999	70000 thru Highest	Total
URT	Legislators, administrators and managers	10	0	14	736	542	254	87	1,279	2,924
	Professionals	19	491	1,162	8,076	2,652	2,825	2,137	17,682	35,044
	Technicians and associate professionals	215	1,173	1,613	3,209	8,056	4,816	1,591	6,687	27,360
	Clerks	84	490	831	871	896	805	673	1,096	5,745
	Service workers and shop sales workers	5,177	8,499	9,426	3,957	2,775	1,290	827	2,635	34,587
	Agricultural and fishery workers	18	872	214	35	22	138	7	252	1,557
	Craft and related workers	403	4,068	799	851	225	90	11	186	6,635
	Plant and machine operators and assemblers	89	341	1,123	2,370	949	224	55	224	5,374
	Elementary occupations	2,646	6,659	2,669	1,124	177	88	42	336	13,741
	Total	8,659	22,594	17,851	21,229	16,294	10,530	5,431	30,378	132,966
TZM	Legislators, administrators and managers	8		12	718	537	247	84	1,259	2,867
	Professionals	9	473	1,138	8,026	2,547	2,701	2,109	17,050	34,053

Place of Residence	Occupation	Lowest thru 140000	140001 thru 199999	200000 thru 299999	300000 thru 399999	400000 thru 499999	500000 thru 599999	600000 thru 699999	700000 thru Highest	Total
	Technicians and associate professionals	128	1,112	1,568	2,659	7,778	4,435	1,582	6,419	25,681
	Clerks	78	487	829	830	869	792	671	1,077	5,632
	Service workers and shop sales workers	5,149	8,493	9,415	3,652	2,751	1,281	820	2,627	34,189
	Agricultural and fishery workers	18	872	214	24	22	138	7	243	1,537
	Craft and related workers	389	4,059	799	847	212	86	11	186	6,591
	Plant and machine operators and assemblers	89	341	1,121	2,296	941	224	52	224	5,287
	Elementary occupations	2,624	6,641	2,633	715	160	74	39	333	13,219
	Total	8,490	22,479	17,729	19,767	15,817	9,978	5,376	29,419	129,055
ZNZ	Legislators, administrators and managers	2	0	2	18	5	7	3	20	57
	Professionals	10	18	24	50	105	124	28	632	991
	Technicians and associate professionals	87	61	45	550	278	381	9	268	1,679
	Clerks	6	3	2	41	27	13	2	19	113
	Service workers and shop sales workers	28	6	11	305	24	9	7	8	398
	Agricultural and fishery workers	0	0	0	11	0	0	0	9	20
	Craft and related workers	14	9	0	4	13	4	0	0	44
	Plant and machine operators and assemblers	0	0	2	74	8	0	3	0	87
	Elementary occupations	22	18	36	409	17	14	3	3	522
	Total	169	115	122	1,462	477	552	55	959	3,911

Results in Table 6.7 shows that 30,378 of newly recruited workers (22.8 percent) in URT has starting salaries above TZS 700,000 followed by 22,594 with starting salaries between TZS 140,000 and 199,999 (17.0 percent). Majority of newly recruited workers with a starting salary category of above TZS 700,000 are shown to be in the occupations of professionals; and technicians and associate professionals. Moreover, a large proportion of newly recruited employees in Elementary Occupations earned starting salaries of between TZS 140,000 and 199,000.

Key Message

The findings indicate that most of newly recruited workers (30,378 persons, equivalent to 22.8%) has starting salaries above 700,000.

6.9 Newly Recruited Employees by Level of Education

Education is a key factor that raises people's productivity, creativity and promotes entrepreneurship and technological advancement. This section presents distribution of newly recruited workers by level of education and starting salary.

Table 6.8: Number of Newly Recruited Employees by Level of Education and Starting Monthly Salary; Tanzania, 2022/23 EES

Place of Residence	Level of Education	Lowest thru 140000	140001 thru 199999	200000 thru 299999	300000 thru 399999	400000 thru 499999	500000 thru 599999	600000 thru 699999	700000 thru Highest	Total
URT	No education	264	58	50	230	30	3	0	10	646
	Primary Education	2,703	9,772	2,761	439	267	120	256	1,195	17,514
	Secondary	3,962	4,998	7,659	1,419	1,976	372	247	780	21,412
	Vocational Education	268	4,044	1,142	1,375	411	190	13	707	8,151
	Tertiary Non University	1,388	3,088	5,651	15,209	11,097	6,533	2,450	10,110	55,526
	Tertiary University	74	633	588	2,557	2,514	3,311	2,465	17,575	29,717
	Total	8,659	22,594	17,851	21,229	16,294	10,530	5,431	30,378	132,966
TZM	No education	254	57	50	221	30	3		10	626
	Primary Education	2,692	9,771	2,744	425	267	120	256	1,195	17,471
	Secondary	3,909	4,972	7,640	1,102	1,941	370	242	776	20,951
	Vocational Education	268	4,044	1,137	981	388	182	8	707	7,716
	Tertiary Non-university	1,309	3,025	5,595	14,574	10,806	6,124	2,437	9,833	53,703
	Tertiary University	58	609	563	2,464	2,386	3,178	2,433	16,897	28,588
	Total	8,490	22,479	17,729	19,767	15,817	9,978	5,376	29,419	129,055
ZNZ	No education	10	1	0	9	0	0	0	0	20
	Primary Education	11	1	17	14	0	0	0	0	43
	Secondary	53	26	19	317	35	2	5	4	461
	Vocational Education	0	0	5	394	23	8	5	0	435
	Tertiary Non-university	79	63	56	635	291	409	13	277	1,823
	Tertiary University	16	24	25	93	128	133	32	678	1,129
	Total	169	115	122	1,462	477	552	55	959	3,911

Findings in Table 6.8 shows that, 57.9 percent of newly recruited workers with starting salaries above TZS 700,000 has tertiary university. On the other hand, majority of those with starting salaries of less than TZS 140,000 (45.4 percent) has secondary education, this trend behaves the same for Tanzania Mainland while for Tanzania Zanzibar majority (46.7%) has tertiary non university.

Key Message

The findings indicate that 57.9 percent of those with starting salary from TZS 700,000 and above attained Tertiary University.

CHAPTER SEVEN

Job Vacancies

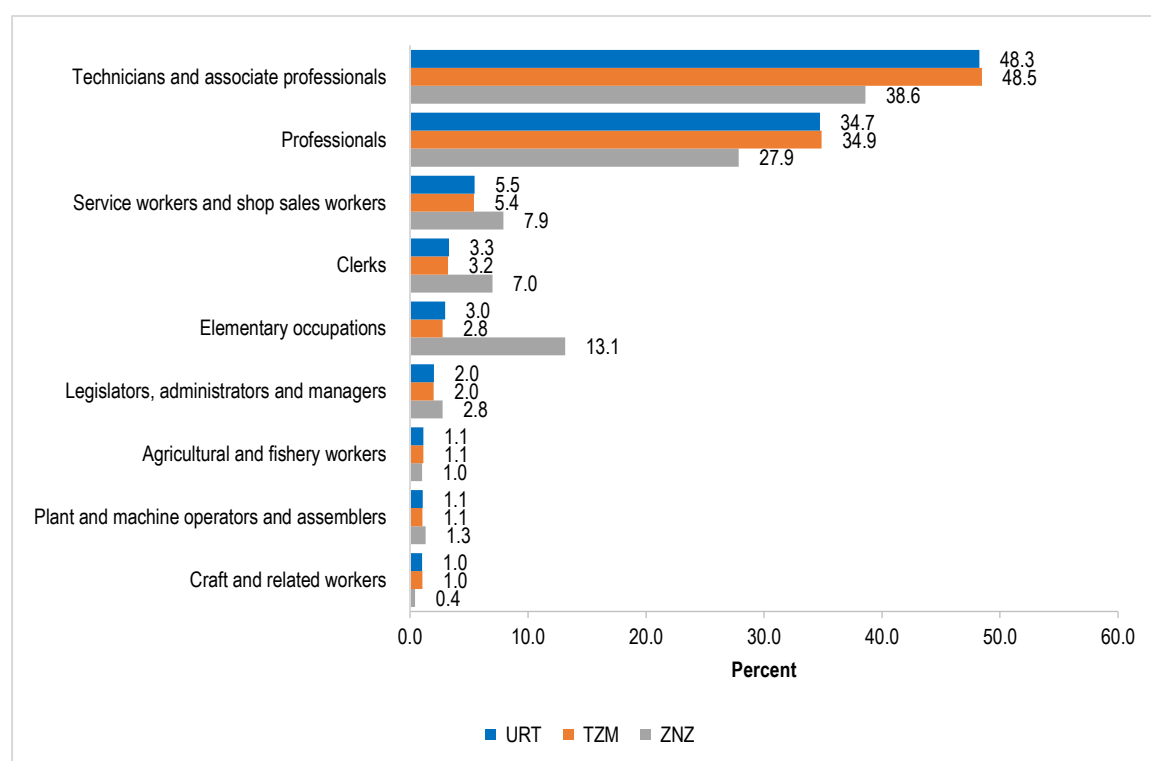
7.1 Introduction

This chapter presents job vacancies in formal sector establishments in 2022/23. A job vacancy is defined as a paid post that is newly created, unoccupied or about to become vacant for which the employer is taking active steps or is prepared to take further steps to find a suitable candidate from outside the enterprise. The analysis of job vacancies is categorized by occupation, level of education, main qualification/skill, working experience, reason for the vacancies and sex preference.

7.2 Job Vacancies by Occupation and Work Experience

This section analyses distribution of job vacancies by occupation and the duration of work experience required. The current labour market is becoming competitive hence securing a job may require additional attributes, sometimes experience being one of them.

Figure 7.1: Percentage Distribution of Job Vacancies by Occupation; Tanzania, 2022/23 EES



Results in Figure 7.1: shows that most of job vacancies (48.3 percent) are for Technicians and Associate Professionals followed by Professionals (34.7 percent), Service workers and shop sales workers (5.5 percent). The remaining occupations each has less than 5.0 percent of the total job vacancies.

Table 7.1: Percentage Distribution of Job Vacancies by Occupation and Work Experience; Tanzania, 2022/23 EES

Occupation	URT					TZM					ZNZ				
	Not required	1 to 2 years	3 to 4 years	5 or more years	Total	Not required	1 to 2 years	3 to 4 years	5 or more years	Total	Not required	1 to 2 years	3 to 4 years	5 or more years	Total
Legislators, administrators and managers	1.7	2.1	5.0	14.2	2.0	1.7	2.1	4.7	13.9	2.0	1.9	1.5	29.0	32.3	2.8
Professionals	29.4	58.2	46.4	67.8	34.7	29.6	58.4	46.6	68.4	34.9	19.5	51.9	31.5	32.3	27.9
Technicians and associate professionals	56.3	17.2	15.7	10.2	48.3	56.5	17.1	15.9	10.2	48.5	46.7	19.2	5.6	12.9	38.6
Clerks	3.2	3.6	3.6	4.6	3.3	3.1	3.5	3.5	4.5	3.2	7.2	5.7	10.5	12.9	7.0
Service workers and shop sales workers	4.3	7.6	19.3	2.1	5.5	4.2	7.7	19.5	2.1	5.4	8.7	5.6	8.9	3.2	7.9
Skilled Agricultural and fishery workers	1.3	0.4	0.4	0.1	1.1	1.4	0.3	0.4	0.1	1.1	0.2	2.8	7.3	0.0	1.0
Craft and related workers	0.8	2.4	0.9	0.0	1.0	0.8	2.5	0.9	0.0	1.0	0.5	0.3	0.8	0.0	0.4
Plant and machine operators and assemblers	0.7	2.5	3.0	0.8	1.1	0.7	2.5	3.0	0.8	1.1	0.9	2.2	4.8	0.0	1.3
Elementary occupations	2.3	6.0	5.5	0.1	3.0	2.1	5.8	5.6	0.0	2.8	14.5	10.7	1.6	6.5	13.1
Total	79.8	14.4	4.9	0.9	100.0	80.0	14.2	4.9	0.9	100.0	72.0	24.5	2.8	0.7	100.0

Results in Table 7.1 shows that majority of job vacancies (79.8 percent) did not require any work experience with most of such vacancies being in occupational category of Technicians, Associate Professionals (56.3 percent) and Professionals (29.4 percent). It is also indicated that, smallest proportion of vacancies (0.9 percent) require work experience of more than five years.

7.3 Job Vacancies by Occupation and Sex Preference

This section presents findings on distribution of job vacancies in the formal sector by occupations and sex preference of employer to fill such vacancies.

Table 7.2: Percentage Distribution of Job Vacancies by Occupation and Sex Preference; Tanzania, 2022/23 EES

Occupations	URT				TZM				ZNZ			
	Male	Female	Any	Total	Male	Female	Any	Total	Male	Female	Any	Total
Legislators, administrators and managers	1.5	1.2	97.4	100.0	2.2	1.2	96.5	100.0	29.2	3.3	67.5	100.0
Professionals	1.5	1.4	97.1	100.0	1.6	1.5	96.9	100.0	7.1	7.9	85.0	100.0
Technicians and associate professionals	3.1	1.6	95.2	100.0	3.4	1.7	94.9	100.0	20.5	5.4	74.1	100.0
Clerks	3.6	13.2	83.2	100.0	5.2	13.6	81.2	100.0	39.5	22.0	38.5	100.0
Service workers and shop sales workers	5.8	23.5	70.7	100.0	5.8	24.8	69.3	100.0	6.7	69.5	23.8	100.0
Skilled agricultural and fishery workers	2.4	0.0	97.6	100.0	2.6	0.0	97.4	100.0	11.4	0.0	88.6	100.0
Craft and related workers	28.9	11.8	59.2	100.0	29.1	11.8	59.1	100.0	47.4	5.3	47.4	100.0
Plant and machine operators and assemblers	41.5	1.9	56.6	100.0	42.2	1.9	56.0	100.0	66.7	0.0	33.3	100.0
Elementary occupations	27.8	5.0	67.2	100.0	30.0	4.7	65.3	100.0	51.7	1.9	46.3	100.0
Total	4.0	3.3	92.7	100.0	4.4	3.5	92.1	100.0	22.0	11.7	66.3	100.0

Findings in Table 7.2 indicate that the largest proportion of job vacancies (92.7 percent) did not indicate preference for any sex. However, 4.0 percent of vacancies preferred male employees while 3.3 percent of vacancies preferred female employees. Furthermore, occupations of Plant and Machine Operators and Assemblers: and Craft and Related Workers had the largest proportion of vacancies that preferred male candidates with 41.5 percent and 28.9 percent respectively.

7.4 Job Vacancies by Industry and Reason for Vacancies

This section focuses on distribution of job vacancies in various economic activities and reasons for such vacancies.

Table 7.3: Percentage Distribution of Job Vacancies by Industry and Reasons; Tanzania, 2022/23 EES

Industry	URT			TZM			ZNZ		
	Replacement	New position	Total	Replacement	New position	Total	Replacement	New position	Total
Agriculture, forestry and fishing	1.9	1.8	1.8	1.9	1.8	1.9	0.5	2.0	1.3
Mining and quarrying	0.1	0.6	0.2	0.1	0.6	0.2	0.6	0.0	0.3
Manufacturing	2.1	3.4	2.4	2.1	3.5	2.4	0.0	0.5	0.3
Electricity, gas, steam and air conditioning supply	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.0
Water supply; sewage, waste management and remediation activities	0.4	0.5	0.4	0.4	0.2	0.3	3.5	6.7	5.1
Construction	1.0	1.4	1.1	1.1	1.4	1.1	0.0	1.0	0.5

Industry	URT			TZM			ZNZ		
	Replacement	New position	Total	Replacement	New position	Total	Replacement	New position	Total
Wholesale and retail trade; repair of motor vehicles and motorcycles	1.4	1.4	1.4	1.5	1.4	1.4	0.5	1.1	0.8
Transportation and storage	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.5	0.3
Accommodation and food service activities	1.5	5.8	2.6	1.5	5.9	2.6	4.0	4.3	4.1
Information and communication	0.2	0.2	0.2	0.2	0.2	0.2	0.6	0.4	0.5
Financial and insurance activities	0.3	0.5	0.3	0.3	0.5	0.3	0.4	0.5	0.5
Real estate activities	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.0	0.1
Professional, scientific and technical activities	3.2	1.3	2.7	3.2	1.2	2.7	1.4	1.6	1.5
Administrative and support service activities	2.2	7.4	3.5	2.2	7.7	3.6	1.0	0.6	0.8
Public administration and defence; compulsory social security	22.4	22.8	22.5	22.4	21.5	22.2	24.9	53.0	39.2
Education	45.7	43.7	45.2	45.5	44.9	45.3	60.1	17.1	38.3
Human Health and social work activities	15.6	7.0	13.5	15.8	6.9	13.7	1.1	9.8	5.5
Arts, entertainment and recreation	0.1	0.1	0.1	0.1	0.1	0.1	0.7	0.9	0.8
Other service activities	1.5	1.8	1.6	1.6	1.9	1.6	0.2	0.0	0.1
Total	75.4	24.6	100.0	75.9	24.1	100.0	49.3	50.7	100.0

Results in Table 7.3 shows that Education and Public Administration, Defense and Compulsory Social Security has the largest proportion of job vacancies with 45.2 percent and 22.5 percent respectively. In addition, majority of the job vacancies (75.4 percent) are due to replacement while 24.6 percent are a result of new positions being created.

7.5 Job Vacancies by Industry and Level of Education Required

This section focuses on distribution of vacancies by industry and level of education required. This information helps to reveal industrial categories that have large proportions of vacancies for different levels of education. Information on level of education in relation to job vacancies in different industries is helpful in many applications, including career guidance.

Table 7.4: Percentage Distribution of Job Vacancies by Industry and Level of Education Required; Tanzania, 2022/23 EES

Industry	URT							TZM							ZNZ						
	Tertiary University	Tertiary non-university	Vocation Education	Secondary Education	Primary Education	No education Required	Total	Tertiary University	Tertiary non-university	Vocation Education	Secondary Education	Primary Education	No education Required	Total	Tertiary University	Tertiary non-university	Vocation Education	Secondary Education	Primary Education	No education Required	Total
Agriculture, forestry and fishing	37.6	53.6	3.1	3.3	2.4	0.0	100.0	37.8	54.1	3.1	2.4	2.4	0.0	100.0	23.2	14.3	1.8	60.7	0.0	0.0	100.0
Mining and quarrying	26.3	69.8	3.9	0.0	0.0	0.0	100.0	26.5	69.4	4.0	0.0	0.0	0.0	100.0	16.7	83.3	0.0	0.0	0.0	0.0	100.0
Manufacturing	21.6	22.6	11.2	25.1	13.3	6.1	100.0	21.6	22.6	11.3	25.2	13.4	5.9	100.0	7.7	0.0	0.0	7.7	0.0	84.6	100.0
Electricity, gas, steam and air conditioning supply	75.4	16.0	8.5	0.0	0.0	0.0	100.0	75.4	16.1	8.5	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Water supply; sewerage, waste management and remediation activities	34.0	39.9	11.6	14.5	0.0	0.0	100.0	39.2	48.3	11.1	1.4	0.0	0.0	100.0	17.5	13.0	13.5	56.1	0.0	0.0	100.0
Construction	24.7	51.5	0.6	0.7	20.7	1.9	100.0	24.6	51.5	0.6	0.7	20.9	1.7	100.0	27.3	54.5	0.0	0.0	0.0	18.2	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles Division	45.1	30.4	7.7	14.0	1.8	1.0	100.0	45.4	30.7	7.8	13.4	1.8	1.0	100.0	20.6	5.9	2.9	70.6	0.0	0.0	100.0
Transportation and storage	32.4	25.9	28.0	13.1	0.0	0.7	100.0	32.7	24.9	28.9	12.9	0.0	0.7	100.0	21.4	57.1	0.0	21.4	0.0	0.0	100.0
Accommodation and food service activities	1.4	27.4	3.1	35.4	21.9	10.8	100.0	1.2	27.3	2.9	35.8	22.6	10.4	100.0	8.3	31.1	10.6	25.0	2.2	22.8	100.0
Information and communication	24.9	72.2	0.0	2.5	0.5	0.0	100.0	22.2	75.1	0.0	2.6	0.0	0.0	100.0	75.0	15.0	0.0	0.0	10.0	0.0	100.0
Financial and insurance activities	54.5	35.1	1.3	1.3	7.6	0.1	100.0	54.7	35.4	1.3	0.8	7.8	0.0	100.0	47.6	28.6	0.0	19.0	0.0	4.8	100.0
Real estate activities	56.0	41.5	0.0	2.5	0.0	0.0	100.0	54.7	42.7	0.0	2.6	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Professional, scientific and technical activities	38.8	55.6	0.5	4.8	0.2	0.1	100.0	38.3	56.1	0.5	4.8	0.2	0.1	100.0	83.1	13.8	0.0	3.1	0.0	0.0	100.0
Administrative and support service activities	7.4	51.6	0.1	18.4	22.2	0.3	100.0	7.5	51.7	0.1	18.5	22.3	0.0	100.0	0.0	36.1	2.8	0.0	0.0	61.1	100.0
Public administration and defence; compulsory social security	52.6	45.0	0.8	1.2	0.3	0.1	100.0	52.9	44.7	0.8	1.1	0.3	0.1	100.0	43.4	52.3	0.7	3.6	0.1	0.0	100.0
Education	33.0	65.7	0.3	0.7	0.3	0.0	100.0	33.2	65.9	0.3	0.4	0.2	0.0	100.0	18.5	56.9	1.4	15.7	7.4	0.1	100.0
Human health and social work activities	23.8	75.0	0.4	0.6	0.3	0.0	100.0	23.2	75.5	0.4	0.6	0.3	0.0	100.0	86.7	12.1	0.0	0.8	0.0	0.4	100.0
Arts, entertainment and recreation	63.7	28.0	0.0	0.6	6.3	1.3	100.0	60.7	31.1	0.0	0.0	8.1	0.0	100.0	74.3	17.1	0.0	2.9	0.0	5.7	100.0
Other service activities	16.5	57.6	1.2	3.5	17.9	3.3	100.0	16.4	57.6	1.2	3.6	17.9	3.3	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Total	34.3	58.2	1.0	3.4	2.5	0.6	100.0	34.4	58.4	1.0	3.2	2.5	0.5	100.0	33.5	46.6	2.0	12.9	3.0	1.9	100.0

Results in Table 7.4 shows that the largest proportion of job vacancies in Human health and social work activities require tertiary non university (75.0percent). Results also indicate that industries with relatively larger proportion of vacancies that require tertiary university education as a minimum qualification were: - electricity, gas, steam and air conditioning supply (75.4) arts, entertainment and recreation (63.7 percent), real estate activities (56.0 percent), financial and insurance activities (54.5 percent) as well as public administration and defence; compulsory social security (52.6 percent).

Furthermore, results also indicate that industries that required primary education as a minimum qualification to fill a job vacancy are; administrative and support service activities (22.2 percent), accommodation and food service activities (21.9 percent), and construction (20.7 percent).

CHAPTER EIGHT

Summary of Key Findings, Policy Implications and Recommendations

This chapter puts together key findings from the 2022/23 Employment and Earnings Survey, which are considered relevant for policy making, programme monitoring and reviews. It also points to the implications of these findings and recommendations in attaining desired development outcomes in the country. The findings, implications and recommendations cover the following areas; employment profile, monthly wage rate profile, cash earnings profile, annual wage bill profile, newly recruited workers and job vacancies.

8.1 Employment Profile

a) Key Findings

- (i) The private sector is the main employer (66.7%) compared to public sector (33.3%);
- (ii) Out of 3,390,126 regular employees in the formal sector, there are 14,890 Persons With Disabilities (PWD) equivalent to 0.4 percent. Out of total PWD, 8,511 are males and 6,379 are females; Public sector has a slightly larger proportion of PWD (51.6 percent) compared to private sector with 48.4 percent;
- (iii) Proportion of employed females both public and private sector (37.3 percent) is nearly half that of males (62.7 percent); and
- (iv) Private sector is an important employer for youth in Tanzania, employing more than three quarters (75.5 percent) of the total youths aged 15 to 35 years compared to public sector with 24.5 percent.

b) Policy Implications of the Private Sector Being Main Employer

When the private sector is the main employer, it has several policy implications for Tanzania including the following: -

- (i) It is the engine of job creation, especially for the youths whose share of the total population is 34.5 percent and fuels economic growth, welfare and stability of the society; and

- (ii) Enforcement of labor market dynamics such as harnessing opportunities for emerging technologies, labour laws and social security is critical for ensuring inclusive growth and sustainable development.

Policy Recommendations

- (i) Policies need to focus on creating a conducive environment for private sector growth, including reducing bureaucratic investment procedures, improving enabling infrastructure and support skills development and vocational training to match the private sector's needs; and
- (ii) The Government to consider developing a mechanism to support effective implementation of labour related laws and policies to protect workers' rights, and absorption of new technologies in production of goods and services to accelerate social and economic growth for sustainable development.

c) Policy Implications of Employed Persons With Disabilities

Employment for Persons With Disabilities (PWDs) in the formal sector of employment implies the following: -

- (i) The formal sector employers implement labour related policies and laws in Tanzania that advocate for inclusivity to ensure none is left behind, albeit at low level; and
- (ii) People with Disability are employable as long as they possess the needed qualifications for available employment vacant posts.

Policy Recommendations

- (i) The Government should formulate and implement incentives that encourage businesses to hire qualified PWDs and support self-employment and entrepreneurship among PWDs;
- (ii) Skills development for PWDs needs concerted efforts from Government and private sector to ensure availability of necessary resources such as specialized teachers, training aids and inclusive learning environments;

8.2 Monthly Wage Rate Profile

a) Key Findings

- (i) Majority of URT regular citizen employees with permanent contracts (27.2 percent) earn monthly wages above TZS 700,000;
- (ii) Citizens employees in the private sector with temporary contracts who earned monthly wages less than TZS 140,000 constituted 10.1 percent;

b) Policy Implications of High Proportion of Permanent Contract Employee Earning above TZS 700,000 per Month

A high proportion of permanent contract employees earning above TZS 700,000 per month has several implications including the following: -

- (i) Increased productivity among employees leading to profitable businesses;
- (ii) Increased purchasing power: Employees with higher earnings have more disposable income, which can stimulate the economy through increased consumption of goods and services; and
- (iii) Increased tax revenue: Higher incomes lead to increased income-tax revenues for the government, which are used to fund provision of public services and development of infrastructure.

c) Policy Recommendations

- (i) The government to continue improving investment environment to sustain growth of productivity in business operations, especially in the private sector to boost employees' earnings;
- (ii) Enforcement of Public Private Partnership (PPP) policy strategies is the corner stone for investment expansion that will lead to increased employment, income and tax collection.

ANNEXES

Table A1.1: List of Participants Engaged in Implementation of the 2022/23 EES

S/N	Name	Title	Institution
1.	Dr. Ruth Minja	Director for Population Census and Social Statistics	NBS
2.	Fahima Mohammed Issa	Director for Social Statistics	OCGS
3.	Said Mohammed Said	Head of Statistics Pemba	OCGS
4.	James Mbongo	Manager for Labour and Price Statistics	NBS
5.	Sabina Raphael Daima	Head of Gender and Labour Statistics Division	OCGS
6.	Abdalla Khamis Abdalla	Director for Administration and Planning	OCGS
7.	Paskas Sawaki	Principal Statistician	NBS
8.	Ms. Mary Aiwinia	Principal Statistician	PMO-LYED
9.	Mr. Godwin Mpelumbe	Principal Statistician	PMO-LYED
10.	Mr. Hashim Njowe	Senior Statistician	NBS
11.	Mr. Saruni Njipay	Senior Statistician	NBS
12.	Arafa Talib Yassin	Statistician	OCGS
13.	Mhina Khamis Suleiman	Principal Statistician	OCGS
14.	Rayyan Maalim Kassim	Statistician	OCGS
15.	Mr. David Mwaipopo	Senior Statistician	NBS
16.	Amina Mawazo Denge	Senior Statistician	OCGS
17.	Ibrahim Makame Nyange	Statistician	OCGS
18.	Mr. Philbert Mrema	Senior Social Worker	NBS
19.	Ms. Ndimbwelu Mwakibinga	Statistician	NBS
20.	Mr. Abdillah Mkaikuta	Statistician	NBS
21.	Ms. Zuhura Mpanda	Statistician	NBS
22.	Ezekiel John	Statistician	NBS
23.	Mr. Benson Elias	Statistician	NBS
24.	Lucas Okutu	Statistician	NBS
25.	Hashim M. Uzia	Head of ICT	OCGS
26.	Rajabu Solo	IT	NBS

A1.2: Survey Quality Measurements

i. Introduction

Survey estimates are derived from complex survey data, and may differ from true population parameter values due to survey errors. Survey errors are inevitable errors introduced by sampling. Total Survey Error (TSE) is the difference between a population mean, total, or other population parameters and the estimates of the of such parameters based on the sample survey, (Biemer and Lyberg, 2003). In this regard, TSE is theoretically a sum of sampling errors and non-sampling errors.

ii. Non sampling errors

Inevitable errors introduced by sampling. Sampling errors can be evaluated and controlled by sample design and sample selection. It is measured by the variance of the estimator, in this case Coefficient of Variation (CV). Coefficient of Variation is a statistical measure that expresses the relative variability of a dataset in relation to its mean. It is calculated as the ratio of the standard deviation to the mean, expressed as a percentage.

If the CV is low (e.g., less than 25%), it indicates that the survey data has relatively low variability compared to the mean value. This suggests that the survey errors are consistent and that the measurements are relatively precise. High CV (e.g., greater than 25%), suggests that the survey data has high variability relative to the mean value. This could indicate that the survey measurements are imprecise, with large fluctuations or errors in the data, leading to less reliable results.

Table A1.2.1 to A1.2.4 indicates various survey quality measures including CVs for the 2022/23 Employment and Earnings Survey. It is observed that, CV values are generally low, indicating that, the survey errors are consistent and that the measurements are relatively precise.

Table A1.2.1: Survey Quality Measures of Total Average Monthly Earnings by Region, Tanzania, 2022/23 EES

REGION	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Dodoma	617,526	17,286	1.5308	1.2373	2.7992
Arusha	525,330	19,086	1.2173	1.1033	3.6331
Kilimanjaro	587,660	23,731	2.8126	1.6771	4.0383
Tanga	669,017	39,325	2.3317	1.5270	5.8780
Morogoro	636,734	32,485	1.6252	1.2748	5.1019
Pwani	690,881	25,925	1.8074	1.3444	3.7525
DSM	569,559	13,045	3.2130	1.7925	2.2903
Lindi	687,257	50,495	1.8879	1.3740	7.3473
Mtwara	583,385	24,013	1.2076	1.0989	4.1162
Ruvuma	641,743	24,344	2.1165	1.4548	3.7934
Iringa	642,415	32,779	1.0280	1.0139	5.1025
Mbeya	603,514	32,165	3.1995	1.7887	5.3296
Singida	569,633	29,138	1.4873	1.2195	5.1152
Tabora	692,630	31,101	0.9907	0.9953	4.4903
Rukwa	532,979	28,120	0.7777	0.8819	5.2759
Kigoma	606,860	19,698	1.2143	1.1019	3.2459
Shinyanga	565,996	36,221	2.1135	1.4538	6.3995
Kagera	696,917	41,762	1.3555	1.1642	5.9923
Mwanza	517,143	25,433	2.2549	1.5016	4.9180
Mara	598,335	40,743	1.9056	1.3804	6.8094
Manyara	644,969	30,718	1.8345	1.3544	4.7627
Njombe	1,021,690	118,022	2.3478	1.5323	11.5517
Katavi	782,218	51,778	1.2153	1.1024	6.6193
Simiyu	520,332	34,588	1.2289	1.1086	6.6472
Geita	571,243	22,525	0.8393	0.9161	3.9431
Songwe	554,742	45,757	1.6896	1.2999	8.2483
Kaskazini Unguja	1,586,967	171,743	0.1862	0.4316	10.8221
Kusini Unguja	396,948	17,262	0.1860	0.4313	4.3486
Mjini Magharibi	596,714	46,931	0.1858	0.4310	7.8650
Kaskazini Pemba	544,258	116,221	0.1870	0.4325	21.3540
Kusini Pemba	576,531	31,811	0.1865	0.4318	5.5176

Table A1.2.2: Survey Quality Measures of Total Average Monthly Earnings by Sector, Tanzania, 2022/23 EES

SECTOR	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Private	511,153	5,620	2.0524	1.4326	1.0994
Public	1,221,924	17,456	0.9170	0.9576	1.4286

Table A1.2.3: Survey Quality Measures of Total Average Monthly Earnings by Industry, Tanzania, 2022/23 EES

INDUSTRY	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Agriculture, forestry and fishing	573,338	30,063	1.8729	1.3686	5.2434
Mining and quarrying	574,617	50,123	2.8380	1.6846	8.7229
Manufacturing	431,235	9,352	3.0417	1.7441	2.1686

INDUSTRY	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
Electricity, gas, steam and air conditioning supply	697,832	64,033	1.4261	1.1942	9.1760
Water supply; sewerage, waste management and remediation activities	1,028,952	59,815	0.8177	0.9042	5.8132
Construction	524,187	20,780	1.9695	1.4034	3.9643
Wholesale and retail trade; repair of motor vehicles and motorcycles	471,846	6,485	1.8692	1.3672	1.3745
Division					
Transportation and storage	702,159	59,569	2.7752	1.6659	8.4837
Accommodation and food service activities	445,519	7,015	1.0762	1.0374	1.5747
Information and communication	641,673	41,722	1.8928	1.3758	6.5021
Financial and insurance activities	1,068,550	60,768	2.4159	1.5543	5.6869
Real estate activities	714,737	122,551	3.6607	1.9133	17.1464
Professional, scientific and technical activities	892,335	48,712	1.1440	1.0696	5.4590
Administrative and support service activities	574,997	23,394	0.3483	0.5902	4.0685
Public administration and defence; compulsory social security	1,194,550	26,487	0.7347	0.8571	2.2174
Education	920,988	31,233	2.1687	1.4727	3.3912
Human health and social work activities	530,498	13,493	1.0825	1.0405	2.5434
Arts, entertainment and recreation	652,815	52,588	0.6093	0.7806	8.0556
Other service activities	469,642	14,350	2.6404	1.6249	3.0555
Agriculture, forestry and fishing	573,338	30,063	1.8729	1.3686	5.2434

Table A1.2.4: Survey Quality Measures of Total Average Monthly Earnings by Class Size, Tanzania, 2022/23 EES

CLASS SIZE	MEAN	LINEARIZED STD. ERR.	DEFF	DEFT	CV
1-9	557,925	7,663	1.75527	1.32486	1.4
10-49	629,782	12,797	2.61457	1.61696	2.0
50+	672,885	16,541	1.46174	1.20902	2.5

iii. Non sampling errors

Non-sampling errors refer to errors that arise in a survey or data collection process that are not related to the sampling procedure itself. These errors can occur at any stage of the survey process, including the design, data collection, or analysis phases,

and can affect the validity and reliability of survey results. Non-sampling errors are typically more difficult to quantify and control compared to sampling errors.

There are five distinct categories of non-sampling Errors, namely: - coverage Errors (non-coverage and over-coverage) due to frame imperfections; nonresponse Errors: unit or item nonresponse; measurement errors: during data collection from the respondent or interviewer; data entry errors: from data entry or coder; and bias in estimation procedure.

With regard to 2022/23 EES, various measures were implemented to minimize non-sampling Errors. The measures include careful design of the survey, including designing clear and unbiased questions in the questionnaire. After designing, the 2022/23 EES questionnaire was pre-tested to ensure questions were understandable and would fetch intended responses. Moreover, the 2022/23 EES sample was designed in such a way that it was representative of the entire population in order to reduce coverage and selection biases. Other strategies were intensive training of enumerators; pre-selection of sampled establishments; and regular quality control visits during field work to help identify and fix instances which could introduce non-sampling errors in the survey process.

Table A7.1: Distribution of Job Vacancies by Occupation and Work Experiences; Tanzania, 2022/23 EES

Occupation	URT					TZM					ZNZ				
	Work experience														
	Not required	1 to 2 years	3 to 4 years	5 years and above	Total	Not required	1 to 2 years	3 to 4 years	5 years and above	Total	Not required	1 to 2 years	3 to 4 years	5 years and above	Total
Legislators, administrators and managers	2,807	617	506	269	4,199	2,749	601	470	259	4,079	58	16	36	10	120
Professionals	48,812	17,407	4,686	1,286	72,191	48,201	16,854	4,647	1,276	70,978	611	553	39	10	1,213
Technicians and associate professionals	93,336	5,150	1,591	194	100,270	91,872	4,945	1,584	190	98,590	1,464	205	7	4	1,680
Clerks	5,338	1,072	362	88	6,860	5,112	1,011	349	84	6,556	226	61	13	4	304
Service workers and shop sales workers	7,099	2,282	1,955	41	11,377	6,827	2,222	1,944	40	11,033	272	60	11	1	344
Skilled agricultural and fishery workers	2,203	110	45	2	2,360	2,198	80	36	2	2,316	5	30	9	0	44
Craft and related workers	1,322	728	93	0	2,143	1,307	725	92		2,124	15	3	1	0	19
Plant and machine operators and assemblers	1,144	757	307	15	2,223	1,116	734	301	15	2,166	28	23	6	0	57
Elementary occupations	3,812	1,797	560	2	6,171	3,358	1,683	558		5,599	454	114	2	2	572
Total	165,874	29,920	10,105	1,895	207,794	162,741	28,855	9,981	1,864	203,441	3,133	1,065	124	31	4,353

Table A72: Distribution Job Vacancies by Occupation and Sex Preference; Tanzania, 2022/23 EES

Occupation	URT				TZM				ZNZ			
	Male	Female	Any	Total	Male	Female	Any	Total	Male	Female	Any	Total
Legislators, administrators and managers	94	52	4,052	4,199	59	48	3,971	4,079	35	4	81	120
Professionals	1,127	1,110	69,954	72,191	1,041	1,014	68,923	70,978	86	96	1,031	1,213
Technicians and associate professionals	3,446	1,704	95,119	100,270	3,101	1,614	93,874	98,590	345	90	1,245	1,680
Clerks	357	930	5,574	6,860	237	863	5,457	6,556	120	67	117	304
Service workers and shop sales workers	664	2,827	7,886	11,377	641	2,588	7,804	11,033	23	239	82	344
Agricultural and fishery workers	62	0	2,299	2,360	57	-	2,260	2,316	5	0	39	44
Craft and related workers	624	252	1,267	2,143	615	251	1,258	2,124	9	1	9	19
Plant and machine operators and assemblers	937	41	1,244	2,223	899	41	1,225	2,166	38	0	19	57
Elementary occupations	1,851	290	4,030	6,171	1,555	279	3,765	5,599	296	11	265	572
Total	9,162	7,208	191,424	207,794	8,205	6,700	188,536	203,441	957	508	2,888	4,353

Table A7.3: Distribution of Job Vacancies by Industries and Reasons; Tanzania, 2022/23 EES

Industry	URT			TZM			ZNZ		
	Replacement	New Position	Total	Replacement	New Position	Total	Replacement	New Position	Total
Agriculture, forestry and fishing	2,901	937	3,839	2,890	892	3,783	11	45	56
Mining and quarrying	167	297	464	155	297	452	12	0	12
Manufacturing	3,226	1,717	4,943	3,225	1,705	4,930	1	12	13
Electricity, gas, steam and air conditioning supply	115	3	117	115	3	117	0	0	0
Water supply; sewage, waste management and remediation activities	689	243	932	613	96	709	76	147	223
Construction	1,638	719	2,357	1,637	698	2,335	1	21	22
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,259	700	2,959	2,249	676	2,925	10	24	34
Transportation and storage	344	111	455	341	100	441	3	11	14
Accommodation and food service activities	2,381	2,988	5,369	2,295	2,894	5,189	86	94	180
Information and communication	317	86	403	305	78	383	12	8	20
Financial and insurance activities	429	281	710	420	269	689	9	12	21
Real estate activities	83	50	133	79	50	129	4	0	4
Professional, scientific and technical activities	4,960	641	5,601	4,930	606	5,536	30	35	65
Administrative and support service activities	3,497	3,787	7,283	3,475	3,773	7,247	22	14	36
Public administration and defence; compulsory social security	35,156	11,680	46,836	34,621	10,510	45,131	535	1,170	1,705
Education	71,526	22,336	93,862	70,237	21,958	92,195	1,289	378	1,667
Human Health and social work activities	24,457	3,586	28,043	24,433	3,370	27,803	24	216	240
Arts, entertainment and recreation	93	65	158	78	45	123	15	20	35
Other service activities	2,400	931	3,331	2,395	930	3,325	5	1	6
Total	156,637	51,157	207,794	154,492	48,949	203,441	2,145	2,208	4,353

2022/23 EES Questionnaire

CONFIDENTIAL	
 United Republic of Tanzania 2022/23 EMPLOYMENT AND EARNINGS SURVEY	
This information is collected under the Statistics Act No 9 of 2007 THIS INFORMATION IS STRICTLY CONFIDENTIAL AND IS TO BE USED FOR STATISTICAL PURPOSES ONLY.	
SECTION A: IDENTIFICATION OF THE ESTABLISHMENT	
1. REGION:..... 2. DISTRICT:..... 3. WARD/SHEHIA:..... 4. VILLAGE/STREET:..... 5. NAME OF ESTABLISHMENT:..... 6. NAME OF MINISTRY/COMPANY:..... 7. NAME OF ENUMERATOR:..... 8. PHONE NO OF ENUMERATOR:..... 9. STATUS OF ESTABLISHMENT: No Changes of the Establishment.....1 Establishment Change the Main Activity (Specify new Activity)2 Establishment Sold/ Change name (Specify new name and address).....3 Temporary closed of the Establishment.....4 Permanent closed of the Establishment5	CODES 10.1: Post Office Box Number & Location (e.g 465 Njombe)..... 10.2: TELEPHONE/MOBILE PHONE 10.3: FAX 10.4: EMAIL 10: ADDRESS OF ESTABLISHMENT
 	

SECTION B: INFORMATION OF THE ESTABLISHMENT
1. Total number of Employees by Type of Contract, Age Group and Sex as of 30th June 2023.

Type of contract	Age 15 - 35			Age 36 and above		
	Male	Female	Total	Male	Female	Total
Permanent Contract						
Temporary Contract (Specific task or Fixed term)						
Casual workers						
Total						

2. Total Number of Employees Working in the Government Strategic Projects from July 2022 to June 2023

Male Employees	
Female Employees	
Total Employees	

3. Total Number of Employees With Disability by Type of Employment Contract, Age Group and Sex as of 30th June 2023

Type of Employment Contract	Age 15 - 35			Age 36 and above		
	Male	Female	Total	Male	Female	Total
Permanent Employees						
Temporary Contract (Specific task or Fixed term)						
Casual workers						
Total						

4. How many hours per day your employees usually work

5. Size of establishment by number of employees

- 1 - 4 Employees.....1
- 5 - 9 Employees2
- 10 - 49 Employees3
- 50+ Employees.....4

6. Ownership

- Central Government.....1
- Local Government.....2
- Parastatal Organisations.....3
- Partnership - Government with Private.....4
- Partnership - Private with Private.....5
- Private Citizen (Tanzanian).....6
- Private Non Citizen7
- NGO's.....8
- Cooperative unions.....9
- International Organizations.....10
- Faith based Organisations.....11

7: Economic Activity of the Establishment

7.1: What is the **Main** economic activity of the establishment (**WRITE IN FULL**)

ISIC Code

7.2: What is **Secondary** economic activity of the establishment (**WRITE IN FULL**)

ISIC Code

SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2023					
C1: EMPLOYEES WITH PERMANENT CONTRACT					
(i) Tanzania Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2023		Gross Earnings as on June, 2023 (TZS)		Basic Salary as on June 2023
Male	01		02		03
Female	04		05		06
Total	07		08		09
(ii) Non Tanzanian's Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2023		Gross Earnings as on June, 2023 (TZS)		Basic Salary as on June 2023
Male	10		11		12
Female	13		14		15
Total	16		17		18
C2: EMPLOYEES WITH TEMPORARY CONTRACT(Specific & Fixed term)					
(i) Tanzanian's Citizen Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2023		Gross Earnings as on June, 2023 (TZS)		Basic Salary as on June 2023
Male	01		02		03
Female	04		05		06
Total	07		08		09
(ii) Non Tanzanian's Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2023		Gross Earnings as on June, 2023 (TZS)		Basic Salary as on June 2023
Male	10		11		12
Female	13		14		15
Total	16		17		18

SECTION D: WAGE RATES FOR TANZANIAN CITIZENS					
(i) Employees with Permanent Contract					
Income Groups	Male		Female		Total
Under 140,000/=	01		02		03
140,000/= to 199,999/=	04		05		06
200,000/= to 299,999/=	07		08		09
300,000/= to 399,999/=	10		11		12
400,000/= to 499,999/=	13		14		15
500,000/= to 599,999/=	16		17		18
600,000/= to 699,999/=	19		20		21
700,000/= and Over	22		23		24
TOTAL	25		26		27
(ii) Employees with Temporary Contract (Specific & Fixed term)					
Income Groups	Male		Female		Total
Under 140,000/=	28		29		30
140,000/= to 199,999/=	31		32		33
200,000/= to 299,999/=	34		35		36
300,000/= to 399,999/=	37		38		39
400,000/= to 499,999/=	40		41		42
500,000/= to 599,999/=	43		44		45
600,000/= to 699,999/=	46		47		48
700,000/= and Over	49		50		51
TOTAL	52		53		54

SECTION E: EMPLOYEES CATEGORY (CARDE)
i) Employees with Permanent Contract

Carde		Tanzanian Citizens		Non-Tanzanian Citizens	
		Male	Female	Male	Female
Legislators, administrators and managers	01	10	19	28	
Professionals	02	11	20	29	
Technicians and Associate Professionals	03	12	21	30	
Clerks	04	13	22	31	
Service workers and shop sales workers	05	14	23	32	
Craft and related workers	06	15	24	33	
Plant and Machine Operators and Assemblers	07	16	25	34	
Elementary occupations	08	17	26	35	
Total	09	18	27	36	

NOTE: Total number of employees should be the same as Section C(i)

ii) Employees with Temporary Contract (Specific & Fixed term)

Carde		Tanzanian Citizens		Non-Tanzanian Citizens	
		Male	Female	Male	Female
Legislators, administrators and managers	37	46	55	64	
Professionals	38	47	56	65	
Technicians and Associate Professionals	39	48	57	66	
Clerks	40	49	58	67	
Service workers and shop sales workers	41	50	59	68	
Craft and related workers	42	51	60	69	
Plant and Machine Operators and Assemblers	43	52	61	70	
Elementary occupations	44	53	62	71	
Total	45	54	63	72	

SECTION F: CASUAL WORKERS

Sex	Number of Casual Workers Employed as on 30th June 2023		Total Person - Days Worked During June, 2023		Total Cash Earnings for the Month of June 2023		Monthly Average Earnings for the Month of June, 2023	
(a)		(b)		(c)		(d)	(e) = (d)/(b)	
Male	01		02		03		04	
Female	05		06		07		08	
Total	09		10		11		12	

SECTION G: OTHER BENEFITS PAID TO EMPLOYEES (July 2022 TO June 2023).

Type of Benefit	Employees with Permanent Contract		Employees with Temporary Contract (Specific & Fixed term)		Casual Employees	
	Amount Paid (TZS)		Amount Paid (TZS)		Amount Paid (TZS)	
(a) Food and refreshment allowance	01		02		03	
(b) Paid Leave	04		05		06	
(c) Housing allowance	07		08		09	
(d) Transport allowance	10		11		12	
(e) ZSSF, NSSF and PSSSF	13		14		15	
(f) Over time (O.T)	16		17		18	
(g) Outfit allowance / Uniform allowance	19		20		21	
(h) Responsibility allowance	22		23		24	
(i) Risk allowance	25		26		27	
(j) Medical allowance	28		29		30	
(k) Telephone allowance	31		32		33	
(l) Electricity allowance	34		35		36	
(m) Others(specify).....	37		38		39	

SECTION H: OCCUPATIONAL INJURY AND DISEASES
(i) Occupational Injuries and Diseases (fatal and non-fatal) at Work Place (July 2022 to June 2023)

Occupational Injury Indicator	Employees with Permanent Contract				Employees with Temporary Contract (Specific & Fixed term)				Casual employee	
	Tanzania Citizen		Non Tanzania Citizen		Tanzania Citizen		Non Tanzania Citizen		Tanzania Citizen	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
(a) Number of fatal occupational injuries										
(b) Number of non-fatal occupational injuries										
(c) Number of fatal occupational diseases										
(d) Number of non-fatal occupational diseases										
(e) Number of occupational injuries/diseases who received compensation										

SECTION I: NUMBER OF NEWLY RECRUITED EMPLOYEES FROM 1st JULY, 2022 to 30th JUNE, 2023										
1. Occupation Title (WRITE IN FULL) Example: Accountant; Secondary School Teacher. Etc	(TASCO CODE)	2. Highest Level of Education Attained Doctor of Philosophy (PhD).....1 Master Degree.....2 First Degree/Advanced Diploma.....3 Ordinary Diploma.....4 Certificate.....5 Vocational Training.....6 Secondary Education.....7 Primary Education.....8 Never attended school.....9	3. Main Field of Study (WRITE IN FULL) Example:Secondary Education; Welding; Accountant.	(SUBJECT OF TRAINING CODE)	4.Citizenship Tanzania1 Kenya.....2 Uganda.....3 Burundi.....4 Rwanda.....5 South sudan.....6 DRC.....7 Other Countries.....8	5. Reasons for Recruiting New Employees New Position.....1 Replacement.....2 Other (Specify).....3	6. Employment Contract Permanent contract.....1 Specific task contract....2 Fixed term contract.....3	7. Starting Basic Salary /Wage per month (TZS)	8. Number of Employees by Sex	
									Male	Female
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										

SECTION J: CURRENT JOB VACANCIES (AS OF 30th June 2023)								
1. Type of Occupation Available as of 30th June, 2023 (WRITE IN FULL) Example: Accountant; Secondary school teacher)	(TASCO CODE)	2. Number of vacancies available	3. Required level of education Doctor of Philosophy (PhD).....1 Master Degree.....2 First Degree/Advanced Diploma.....3 Ordinary Diploma.....4 Certificate.....5 Vocational Training.....6 Secondary Education.....7 Primary Education.....8 No education Required.....9	4. Required Field of Study (WRITE IN FULL) Example: Statistics; Secondary School teacher, Accountant.	(SUBJECT OF TRAINING CODE)	5. Reasons for Existing Post/Vacancies Lack of Local Professionals.....1 Lack of Employment Permit.....2 Financial Constraint.....3 New position due to migration/retirement/death/design or terminated.....4 Other (Specify).....6	6. Required work experience Not required.....1 1 to 2 years.....2 3 to 4 years.....3 5 years and above.....4	5. Sex Preference Male.....1 Female.....2 Any.....3
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								

K: FUTURE JOB VACANCIES IN THE NEXT THREE YEARS							
1. Occupation Title (WRITE IN FULL) Example: Accountant; Secondary School Teacher		TASCO CODE		2. Number of Vacancies			
				2023/24	2024/25	2025/26	
01							
02							
03							
04							
05							
06							
07							
08							
09							
10							

SECTION L: NUMBER OF EMPLOYEES DROPPED OUT FROM THE ESTABLISHMENT FROM JULY 2022 TO JUNE 2023			
1. Number of Employees Dropped out from the Establishment by Sex and Reasons for leaving the Establishment.			
Reasons for Leave the Establishment		Male	Female
(a) Retired Employees	01		08
(b) Terminated	02		09
(c) Resigned	03		10
(d) Death	04		11
(e) Transfer	05		12
(f) End of Contract	06		13
(g) Other (Specify)	07		14

