



FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2023/24



ZANZIBAR ANALYTICAL REPORT

April, 2025



THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR

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FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY, 2023/24

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April, 2025

Mission

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

Vision

“To become a Centre of Excellence for Statistical Production and for Promoting a Culture of Evidence-Based Policy and Decision Making”

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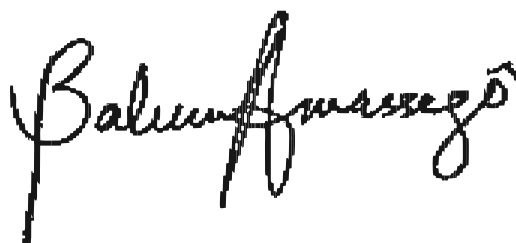


FOREWORD

The Formal Sector Employment and Earnings Survey (FSEES) reports are a series of annual publications produced by the Office of the Chief Government Statistician (OCGS). The 2023/24 FSEES report provides the basis of information on employment and earnings, which cover Government Ministries, Government Parastatal, and registered Private Institutions. The survey excludes militaries, servants in private households, non-salaried working proprietors and non-salaried family workers. In terms of earnings, the survey captures only payments made in cash or in kind paid to employees. The survey excludes all payments done for office consumption like repairing of office, fuel for office vehicles, stationeries and the like.

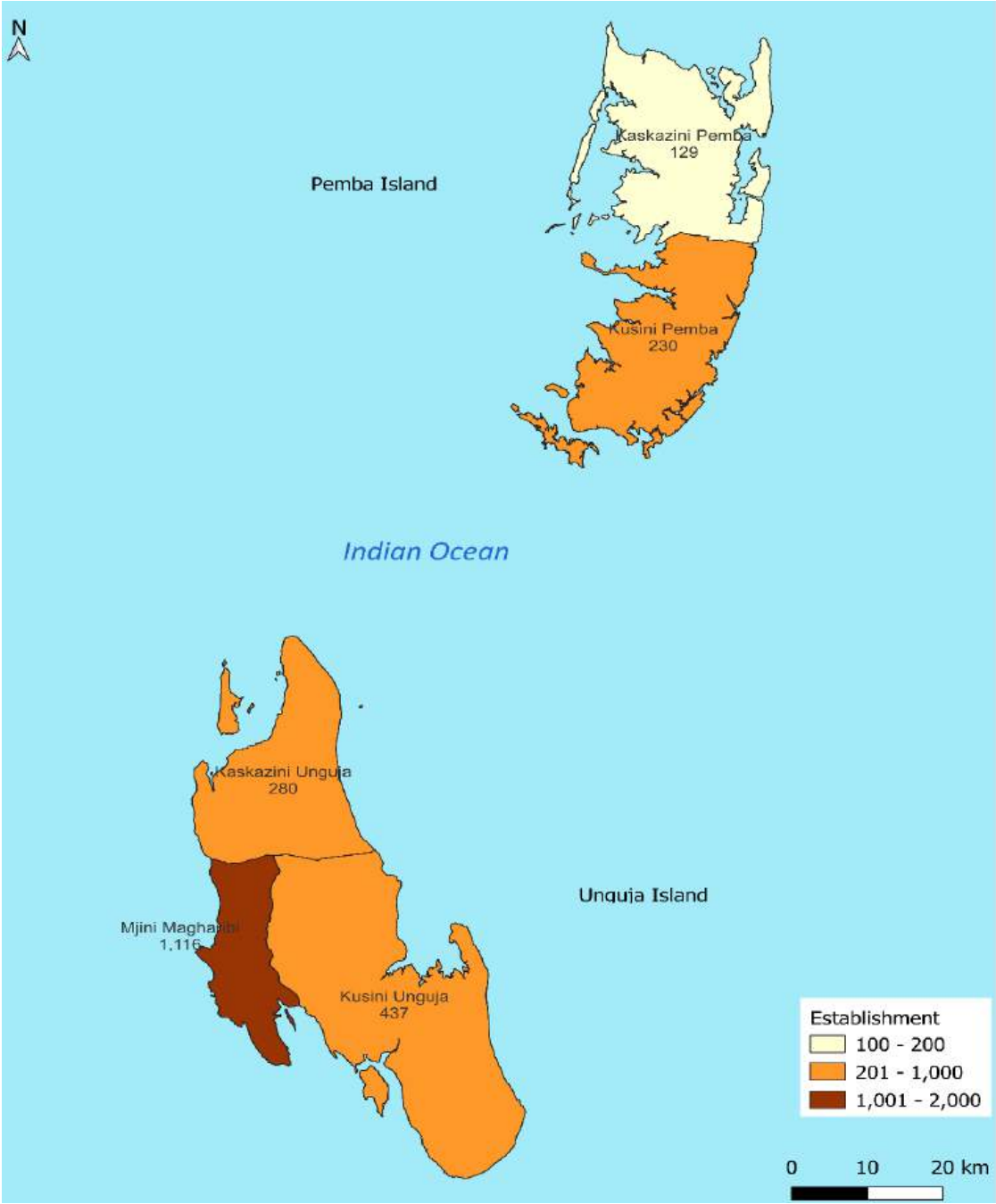
The objective of the survey is to obtain information on employment and earnings in the formal sector that will be used in estimating labour market indicators. The information can also be used in planning, and estimating the contribution of Gross Domestic Product (GDP) and in policy formulation.

This report is the product of the efforts made by the staffs of the Labour Statistics Unit in the Social Statistics Department.

A handwritten signature in black ink, appearing to read 'Salum Kassim Ali', with a stylized, cursive script.

Salum Kassim Ali.
Chief Government Statistician,
Office of the Chief Government Statistician,
Zanzibar.

NUMBER OF FORMAL ESTABLISHMENTS BY REGION; 2023/24



NUMBER OF TOTAL EMPLOYMENT BY REGION; 2023/24

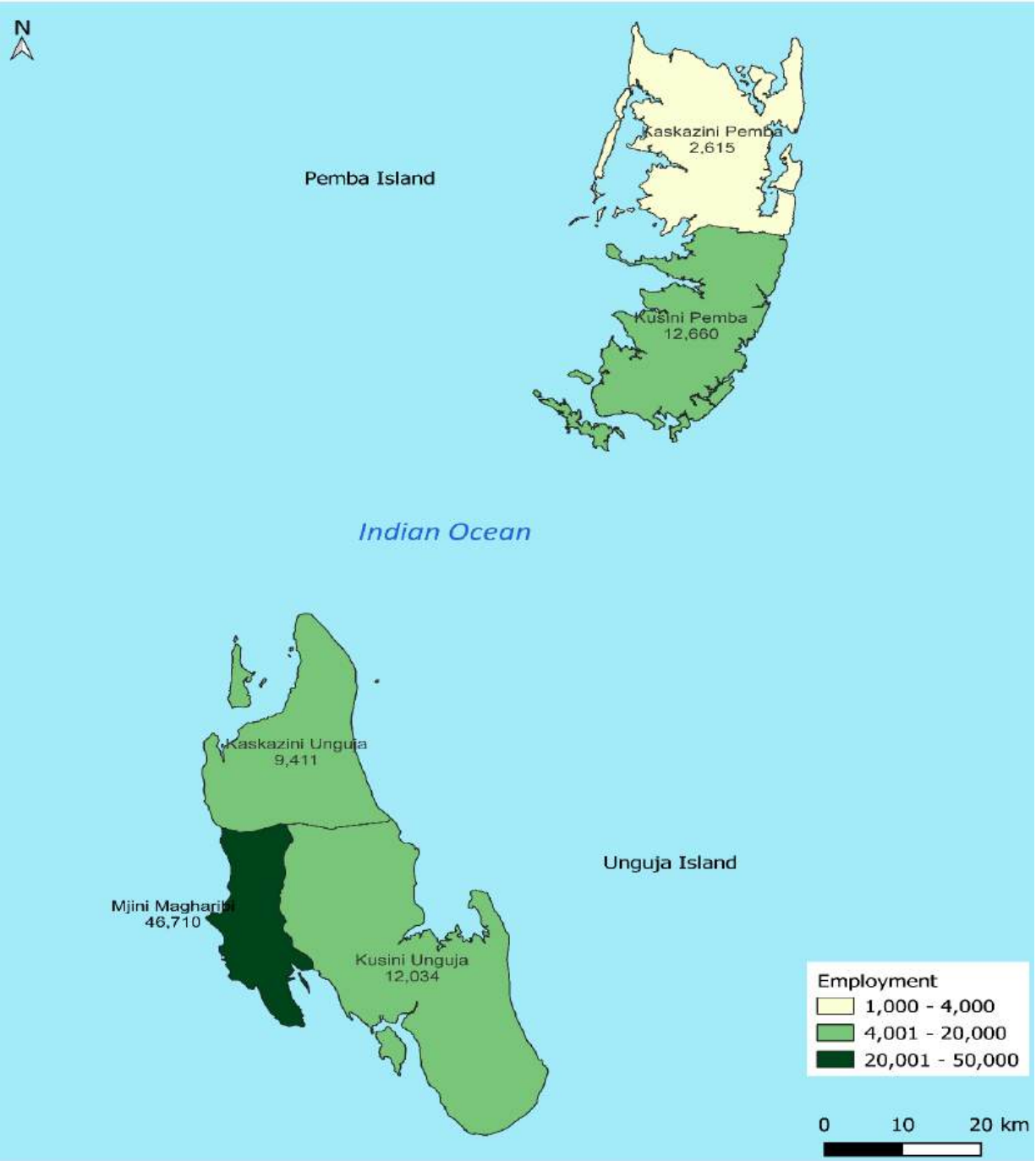


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LIST OF ABBREVIATIONS

FSEES	Formal Sector Employment and Earnings Survey
GDP	Gross Domestic Product
ISIC	International Standard of Industrial Classification
NSSF	National Social Security Fund
OCGS	Office of the Chief Government Statistician
TASCO	Tanzania Standard Classification of Occupation
TZS	Tanzania Shillings
UN	United Nations
ZSSF	Zanzibar Social Security Fund
-	Note applicable

EXECUTIVE SUMMARY

Formal Sector Employment and Earnings is an establishment survey conducted annually by the Office of the Chief Government Statistician, under Social Statistics Department through Gender and Labour Statistics Division section. The main objective of the survey is to provide information on employment and earnings of employees for planning, policy formulation and decision-making. The information collected about employments and earnings including total number of employees per sector and industry, sex of employees, citizenship, employment term, cash earnings, employment sectors, allowances and other benefit paid to employees.

Employment

The total employment in formal sector was 83,430 out of whom 43,629 (52.3 percent) were males and 39,801 (47.7 percent) were females. Out of this total, 45.9 percent were engaged in Government sector, 44.0 percent in Private sector and 10.1 percent in Parastatals.

The information on contract of employees reported that 58.9 percent (49,107 employees) were permanent employees. Temporary and casual employees comprised 33.0 percent (27,509 employees) and 8.2 percent (6,814 employees) respectively.

The results show that education industry has highest proportion of employees (30.0 percent) followed by Accommodation and food services activities with 18.8 percent. The industry with the least number of employees was real estate which has 0.1 percent of total employment.

Wage Rate

Most of permanent citizen employees (54.5 percent) earn TZS 700,000 and above per month. About 53.1 percent of the government and 84.0 percent of government parastatals permanent citizen employees earn 700,000 and above while 40.0 percent of private employees earn between 300,000 to 399,999 per month. Majority of male (54.3 percent) and female (54.7 percent) permanent citizen employees earn 700,000 and above per month.

Cash Earnings

The average monthly salary of permanent citizen employees was TZS 918,612 per month where males earned TZS 983,411 and females earned TZS 864,606 per month. The average monthly salary of Government Parastatal employees was TZS 1,342,874 and the Government employees' average salary was TZS 873,354 while for Private employees earned TZS 565,629.

Annual Wage Bill

The annual wage bill comprises the employer's cost for employees which includes annual salary, free rations and other benefits. The proportion of annual salary from the total wage bill was 82.9 percent while other benefits and free rations was 14.9 percent and 2.3 percent respectively.

New Employees

The total number of employees employed in 2023/24 was 3,931 persons of whom 1,881 employees (47.9 percent) were males and 2,054 employees (52.3 percent) were females. Out of total new employees, 31.4 percent were employed in the Government sector, 7.2 percent in Government Parastatals and 61.5 percent in the Private sector.

Job Vacancies

The total number of current vacancies available for 2023/24 was 5,971. The findings indicate that, the largest proportion of current job vacancies were in Government sector (87 percent) compared with the remaining sectors. About 44.3 percent of all current job vacancies were due to retirement/death. Almost one percent (0.6 percent) of job current vacancies were available due to financial Constrain.

Summary of Key Indicators
2023/24 Formal Sector Employment and Earnings Survey

Indicators	Male	Female	Total
Total Employees	43,629	39,801	83,430
Government	15,786	22,498	38,284
Government Parastatal	5,224	3,206	8,430
Private	22,619	14,097	36,716
Youth Employees (Age 15-35)	24,014	20,004	44,018
Government	5,851	8,003	13,854
Government Parastatal	1,520	1,127	2,647
Private	16,643	10,874	27,517
Adult Employees (Age 36+)	19,615	19,797	39,412
Government	9,935	14,495	24,430
Government Parastatal	3,704	2,079	5,783
Private	5,976	3,223	9,199
Types of Contracts			
Permanent Employees	22,336	26,771	49,107
Temporary Employees	16,296	11,213	27,509
Casual Employees	4,997	1,817	6,814
Citizenship			
Citizen Employees	43,082	39,516	82,598
Non-citizen Employees	547	285	832
Wage Rates of Permanent Citizen Employees			
Government	14,946	22,004	36,950
TZS 300,000 - 499,999	3,653	5,093	8,746
TZS 500,000 - 699,999	3,552	5,027	8,579
TZS 700,000+	7,741	11,884	19,625
Government Parastatal	4,661	2,958	7,619
TZS 300,000 - 499,999	163	114	277
TZS 500,000 - 699,999	622	321	943
TZS 700,000+	3,876	2,523	6,399
Private	2,662	1,758	4,420
Below TZS 300,000	332	504	836
TZS 300,000 - 499,999	1,455	839	2,294
TZS 500,000 - 699,999	393	217	610
TZS 700,000+	482	198	680
Average Monthly Salary of Permanent Citizen Employees	983,411	864,606	918,612
Government	920,198	841,535	873,354
Government Parastatal	1,393,914	1,262,448	1,342,874
Private	619,558	483,968	565,629
Disable Employees	116	74	190
Permanent Contract	74	57	131
Temporary Contract	42	17	59
Occupational Injury Rate per 100,000 Employees	128.4	216.1	170.2
Fatal	71.1	155.8	111.5
Non-fatal	57.3	60.3	58.7
Occupational Diseases Rates per 100,000 Employees	18.3	25.1	21.6
Fatal	9.2	17.6	13.2
Non-fatal	9.2	7.5	8.4

CHAPTER ONE

INTRODUCTION

1.0 Background

The formal Sector Employment and Earnings Survey (FSEES) is an annual survey conducted by the Office of Chief Government Statistician (OCGS) under the Social Department. Data collection covered Government, Government Parastatal institutions as well as registered Private establishments.

The 2023/24 FSEES questionnaire consisted of twelve modules, including Establishment Identification, Establishment Information, Employment and Earnings, Wage rate for Tanzanian citizens, Employees Categories, Other Benefits to Employees, Occupational Injuries and Diseases, Number of Newly Recruited Employees, Current Job Vacancies, Future Job Vacancies in the next three years and Number of Employees Dropped out from the Establishment. The purpose of the survey was to gather data for assessing labour market indicators, including employment and earnings in the formal sector. Indicators and data gathered from this survey include the overall number of employees by sector, Youth Employees (Age 15-35), Adult Employees (Age 36+), Total employees by Type of Contract and Citizenship, Average Salary of Permanent and Temporary Employees, Employees with Disability, Total New Employees, Number of Occupational Injured Employees and who got disease in work place, Number of new and dropped out employees, distribution of new vacancies and Future Job Vacancies in the Next Three Years.

1.1 Objective of the Survey

The main objective of 2023/24 FSEES is to obtain comprehensive data on the employment and earnings of employees working in the formal sector in Zanzibar.

The specific objectives were to obtain information on: -

- Employment status;
- Wages and benefits for employees;
- Employees Category (Cadre);
- Newly recruited employees;
- Current job vacancies;
- Future job vacancies in the next three years;
- The reason for the employees to leave their jobs;

- Employment for workers with disabilities; and
- Occupational Injuries and Disease.

1.2 Scope of Survey

The survey covers only formal sector employment categorized by industry under the International Standard of Industrial Classification (ISIC) Revision 4 of Economic Activity. This survey excludes militaries, ambassadors' offices, servants in private households, non-salaried working proprietors, and non-salaried family workers.

1.3 Methodology

The survey based on formal establishments obtained from Central Register of Establishments (CRE) which is prepared by the Office of the Chief Government Statistician.

The survey based on financial year whereby the recorded data for the total number of employees and their salaries were taken as at 30th June 2024, while other information's were reported for the whole year (July 2023 to June 2024).

1.4 Data Collection

Data collection for the 2023/24 FSEES was conducted for 3 months from 22th August 2023 to 29th October 2024. The data were collected using the electronic questionnaire (CAPI system).

1.5 Concepts and Definitions

1.5.1 Employee/Worker

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

1.5.2 Regular Employees

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

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 Workers refers to all persons receiving daily payments for work done.

1.5.5 Wage Rate

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

1.5.6 Cash Earnings

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

1.5.7 Annual Wage-Bill

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

1.5.8 Free Ration

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

1.5.9 Other benefits

The other benefits include all benefits such as housing allowance, responsibility allowance, risk allowance, electricity allowance, etc. These exclude salary and free ration.

1.5.10 Government Sector

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

1.5.11 Government Parastatal Sector

The term Government Parastatal Sector includes autonomous Government Institutions.

1.5.12 Private Sector

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

1.5.13 Establishment

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

CHAPTER TWO

EMPLOYMENT

2.0. Introduction

This chapter presents total employment as at June 2024 which shows the number of employees by sex, sector, industry, types of employment and citizenship, number of employees with disability. Also, this chapter provides the information about employees based on the size of the establishment and employment by ownership.

2.1. Employment by Size of Establishment

The total number of FSEES 2023/24 employees were 83,430 where majority of employees were in the establishment size 50+ (58,156 employees). Government sector had the highest proportion of employees in the Establishment size 50+ (56.8 percent) whereas private sector had the highest proportion of employees in all other size of establishments.

Table 2. 1: Percentage Distribution of Total Employment by Sector and Size of Establishment; 2023/24

Sector	1 - 4 Employees	5 - 9 Employees	10 - 49 Employees	50+ Employees	Total
Government	5.9	5.8	24.1	56.8	45.9
Government Parastatal	0.3	0.4	2.7	13.5	10.1
Private	93.8	93.7	73.2	29.7	44.0
Total Number	1,226	3,373	20,675	58,156	83,430

Table 2.2 reveals that the industry in establishments with 50+ employees had higher proportion was education (32.7 percent) whereby Electricity, gas, steam and air conditioning supply industry had only percent in that establishment size. Furthermore, Accommodation and food services activities had the highest proportion of employees in the establishment with 1-4 (29.9 percent).

Table 2. 2: Percentage Distribution of Total Employment by Industry and Size of Establishment; 2023/24

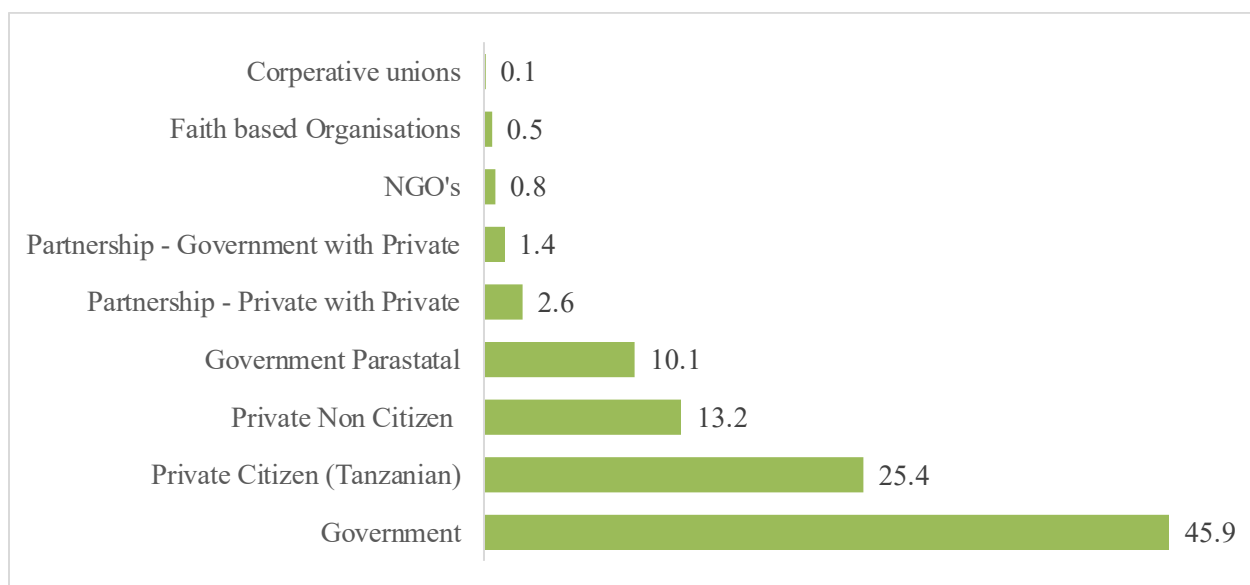
Industry	1 - 4 Employees	5 - 9 Employees	10 - 49 Employees	50+ Employees	Total
A01	0.3	0.5	2.1	2.0	2.0
B02	0.9	1.6	1.3	0	0.4
C03	2.4	9.6	7.0	1.3	3.0
D04	0	0	0	1.4	0.9
E05	0.2	0	0	5.4	3.7
F06	0.5	1.0	2.1	5.9	4.7
G07	15.5	11.1	3.6	0.8	2.1
H08	3.6	2.1	1.3	3.1	2.6
I09	29.9	27.8	22.0	17.0	18.8
J10	0.7	1.5	2.0	0.7	1.0
K11	5.8	1.2	1.1	1.3	1.3
L12	0.2	0.4	0.2	0.1	0.1
M13	4.4	0.6	0.7	3.0	2.3
N14	3.6	1.5	1.8	0.9	1.2
O15	5.9	5.7	12.1	15.4	14.1
P16	22.2	28.6	22.9	32.7	30.0
Q17	3.0	5.3	18.1	8.6	10.8
R18	0.5	0.5	1.1	0.4	0.6
S19	0.5	0.9	0.5	0	0.2
Total Number	1,226	3,373	20,675	58,156	83,430

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

2.2. Employment by Ownership

Government ownership is the most common type of ownership in Zanzibar's formal sector. Figure 2.1 shows that, the government had the highest proportion of formal sector employees (45.9 percent) followed by Private Citizen (Tanzanian) with 25.4 percent of employees. Only 0.1 percent of employees are employed by Corporative unions.

Figure 2. 1: Percentage Distribution of Total Employment by Type of Ownership; 2023/24



The result depicts that Kaskazini and Kusini Unguja had the highest proportion of employees in the establishments owned by Private non-Citizens (48.8 and 41.6 percent respectively). Moreover, Kaskazini Pemba had the highest proportion of employees (44.1 percent) in the establishments owned by Private Citizen (Tanzanian) Table 2.3.

Table 2. 3: Percentage Distribution of Total Employment by Type of Ownership and Region; 2023/24

Type of Ownership	Kaskazini Unguja	Kusini Unguja	Mjini Magharibi	Kaskazini Pemba	Kusini Pemba	Total
Government	16.2	21.1	47.1	44.4	87.4	45.9
Government Parastatal	0	10.2	13.9	1.6	5.4	10.1
Partnership - Government with Private	1.2	0.1	2.1	0	0.1	1.4
Partnership - Private with Private	8.1	4.1	1.9	1.8	0	2.6
Private Citizen (Tanzanian)	24.9	21.9	30.4	44.1	6.7	25.4
Private non-Citizen	48.8	41.6	2.6	7.3	0.4	13.2
NGO's	0.6	0.7	1.0	0.8	0	0.8
Corporative Unions	0	0	0.2	0	0	0.1
Faith based Organisations	0.1	0.3	0.9	0	0	0.5
Total Number	9,411	12,034	46,710	2,615	12,660	83,430

Table 2.4 shows that, the majority of temporary and casual employees are employed by Private Citizen ownership with 47.9 percent and 79.4 percent respectively. Permanent employees were more employed by the Government with 75.2 percent compared to other types of ownership.

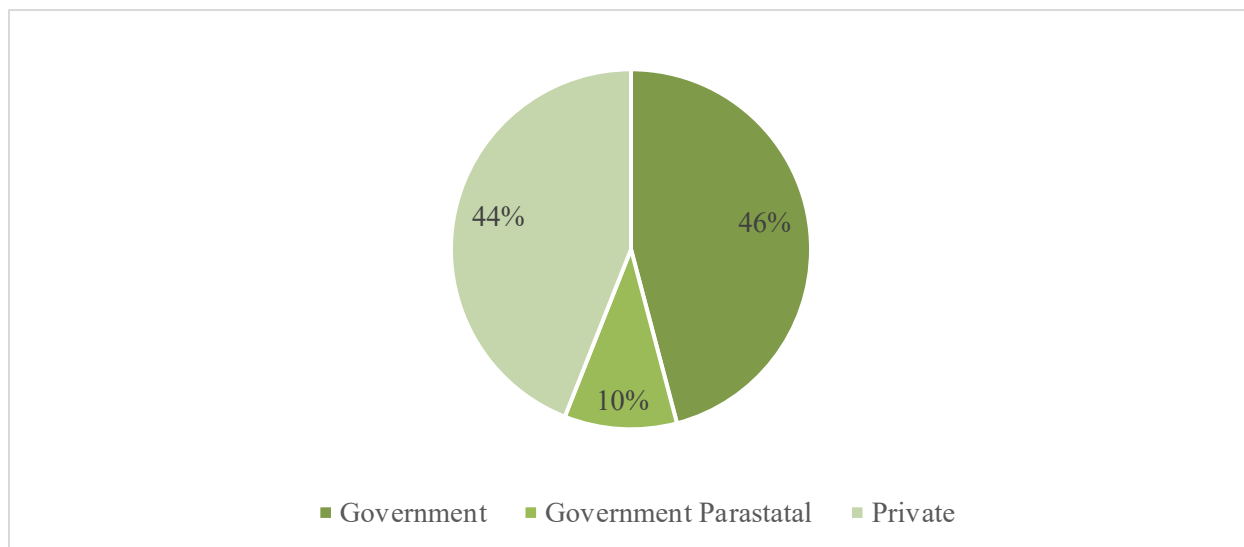
Table 2. 4: Percentage Distribution of Total Employment by Type of Ownership and Type of Contracts; 2023/24

Type of Ownership	Permanent	Temporary	Casual	Total
Government	75.2	4.8	-	45.9
Government Parastatal	15.5	2.7	1.2	10.1
Partnership - Government with Private	0.1	1.0	12.1	1.4
Partnership - Private with Private	1.3	5.3	0.8	2.6
Private Citizen (Tanzanian)	5.3	47.9	79.4	25.4
Private non-citizen	2.1	35.1	4.6	13.2
NGO's	0.1	1.9	0.9	0.8
Corporative unions	0.0	0.1	0.9	0.1
Faith based Organisations	0.2	1.1	0.2	0.5
Total Number	49,107	27,509	6,814	83,430

2.3. Employment by Sector

The results from Figure 2.2 revealed that, government sector contributed more than half (56 percent) of the total employment.

Figure 2. 2: Percentage Distribution of Total Employment by Sector; 2023/24



The result from Table 2.5 shows that, the total employment increased by 1.5 percent, from 82,225 employees in 2022/23 to 83,430 employees in 2023/24. The proportion of male employees were almost double of the proportion of female employees in government parastatal.

Table 2. 5: Percentage Distribution of Total Employment by Sector and Sex; 2022/23 and 2023/24

Sector	2023/24			2022/22			% Change
	Male	Female	Total	Male	Female	Total	
Government	36.2	56.5	45.9	35.7	57.7	46.1	1.1
Government Parastatal	12.0	8.1	10.1	10.4	6.0	8.3	23.0
¹ Private	51.8	35.4	44.0	53.9	36.2	45.6	-2.1
Total Number	43,629	39,801	83,430	43,642	38,583	82,225	1.5

¹ The private sector includes Partnership - Government with Private, Partnership - Private with Private, Private Citizen and Non-citizen, NGOs, Corporative unions and Faith based organizations.

Table 2.6 indicates that, Mjini Magharibi had more than half of the employees (56.0 percent) compared to other regions followed by Kusini Pemba (15.2 percent) and Kusini Unguja (14.4 percent). Kaskazini Pemba had the lowest percentage of employees with less than 10 percent.

The result also shows that, in all region the proportion of male employees were high compared with female employees except in Mjini Magharibi and Kusini Pemba where the situation is contrary.

Table 2. 6: Percentage Distribution of Total Employment by Region and Sex; 2023/24

Region	Male	Female	Total
Kaskazini Unguja	13.0	9.4	11.3
Kusini Unguja	15.4	13.4	14.4
Mjini Magharibi	54.4	57.7	56.0
Kaskazini Pemba	3.7	2.5	3.1
Kusini Pemba	13.4	17.1	15.2
Total Number	43,629	39,801	83,430

Table 2.7 shows that, the proportion of employees were higher in Mjini Magharibi in all sectors. Furthermore, Kaskazini and Kusini Unguja had the highest proportion of employees in Private sector (21.5 and 22.5 percent respectively) while Kaskazini Pemba had the lowest proportion of employees (3.0 percent) in government sector.

Table 2. 7: Percentage Distribution of Total Employment by Region and Sector; 2023/24

Region	Government	Government Parastatal	Private	Total
Kaskazini Unguja	4.0	0	21.5	11.3
Kusini Unguja	6.6	14.6	22.5	14.4
Mjini Magharibi	57.4	76.8	49.7	56.0
Kaskazini Pemba	3.0	0.5	3.8	3.1
Kusini Pemba	28.9	8.1	2.5	15.2
Total Number	38,284	8,430	36,716	83,430

The analysis of the findings depicts that, more than half (59 percent) of total employees have permanent contracts and only 8 percent were casually employed, Figure 2.3.

Figure 2. 3: Percentage Distribution of Total Employment by Types of Contract; 2023/24

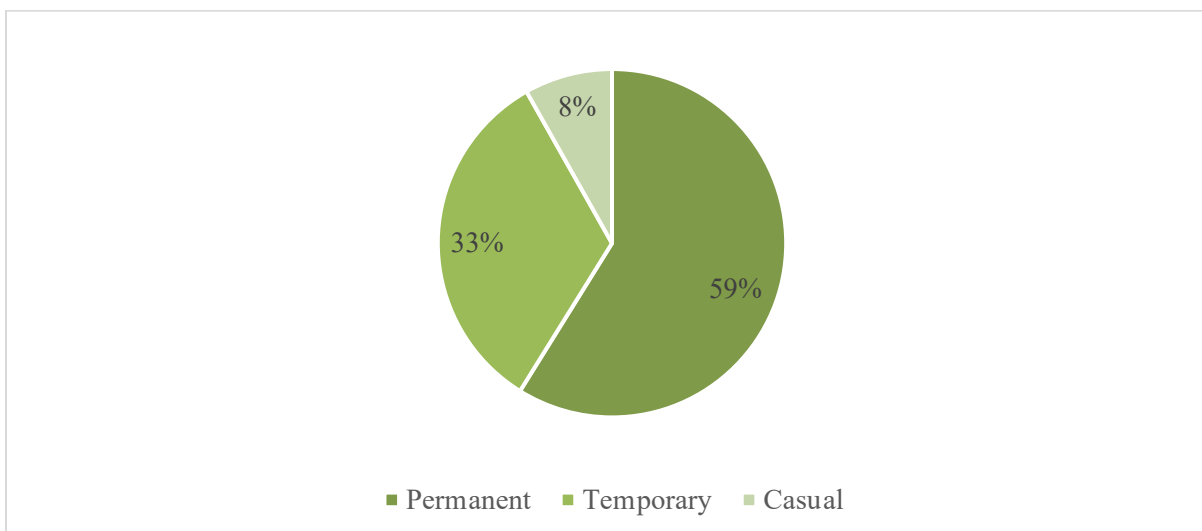


Table 2.8 demonstrates that, the majority of youth employees were temporary (45.1 percent) whilst adult employees were permanent (77.4 percent). Moreover, it shows that females were more likely to be employed permanently rather than other types of contracts for both youth (50.3 percent) and adults (84.4 percent).

Table 2. 8: Percentage Distribution of Total Employment by Types of Contracts, Age group and Sex; 2023/24

Type of Contract	Youth (15-35 years)			Adult (36+years)		
	Male	Female	Total	Male	Female	Total
Permanent	35.7	50.3	42.3	70.2	84.4	77.4
Temporary	47.1	42.7	45.1	25.4	13.5	19.4
Casual	17.3	7.0	12.6	4.3	2.1	3.2
Total Number	24,014	20,004	44,018	19,615	19,797	39,412

Seven in every ten (75 percent) of permanent employees were employed by government sector. The private sector has more employees with casual (99 percent) and temporary (93 percent) contracts.

Additionally, the findings show that, among 67 percent of male and 82 percent of female permanent employees, and respectively were employed in the government sector. For temporary employees, the majority of them were employed in private sector for both male (92 percent) and female (94 percent) as shown in Table 2.9.

Table 2. 9: Percentage Distribution of Total Employment by Types of Contract, Sex and Sector; 2023/24

Type of Contract	Sex	Government	Government Parastatal	Private	Total Number
Permanent	Male	66.9	20.9	12.2	22,336
	Female	82.2	11.0	6.8	26,771
	Total	75.2	15.5	9.2	49,107
Temporary	Male	5.2	3.2	91.7	16,296
	Female	4.4	1.9	93.7	11,213
	Total	4.8	2.7	92.5	27,509
Casual	Male	-	0.9	99.1	4,997
	Female	-	1.8	98.2	1,817
	Total	-	1.2	98.8	6,814
Total	Male	36.2	12.0	51.8	43,629
	Female	56.5	8.1	35.4	39,801
	Total	45.9	10.1	44.0	83,430

The results in Table 2.10 indicate that youth (15-35 years) had the highest proportion (62.5 percent) employed in the private sector rather than other sectors. Also, the results reveal that, more female (40.0 percent) than male (24.4 percent) youth employees were employed in the Government sector and vice versa in Government Parastatal and Private sector.

In private sector has more youth (15-35 years) with casual employees (99.9 percent) than the other two remaining sectors. Seven in every ten (71.5 percent) of permanent employees were employed in the government sector.

Among permanent youth aged 15-35 years, 64.4 percent of male employees and 77.6 of female employees were employed in the government sector.

Table 2. 10: Percentage Distribution of Youth (15-35 years) Employees by Sector, Type of Contract and Sex; 2023/24

Sector	Sex	Government	Government Parastatal	Private	Total Number
Permanent	Male	64.4	14.6	21.1	8,564
	Female	77.6	9.8	12.6	10,056
	Total	71.5	12.0	16.5	18,620
Temporary	Male	3.0	2.4	94.6	11,305
	Female	2.4	1.6	96.0	8,547
	Total	2.7	2.0	95.2	19,852
Casual	Male	-	0.1	99.9	4,145
	Female	-	0.1	99.9	1,401
	Total	-	0.1	99.9	5,546
Total	Male	24.4	6.3	69.3	24,014
	Female	40.0	5.6	54.4	20,004
	Total	31.5	6.0	62.5	44,018

Table 2.11 shows that, adult employees (62.0 percent) have a high proportion in Government sector compared with other sectors. Additionally, more of permanent male adult (68.5 percent) were employed in the Government sector while more adult male employees with temporary employment (85.0 percent) were employed in the private sector. Same trend for female employees.

Table 2. 11: Percentage Distribution of Adult (36+ years) Employees by Sector, Type of Contract and Sex; 2023/24

Sector	Sex	Government	Government Parastatal	Private	Total Number
Permanent	Male	68.5	24.8	6.7	13,772
	Female	85.0	11.8	3.2	16,715
	Total	77.5	17.7	4.8	30,487
Temporary	Male	10.1	5.0	85.0	4,991
	Female	11.0	2.9	86.1	2,666
	Total	10.4	4.3	85.4	7,657
Casual	Male	-	4.9	95.1	852
	Female	-	7.5	92.5	416
	Total	-	5.8	94.2	1,268
Total	Male	50.7	18.9	30.5	19,615
	Female	73.2	10.5	16.3	19,797
	Total	62.0	14.7	23.3	39,412

Table 2.12 reveals that, about 45.8 percent of permanent employees worked as Professionals where by male were 42.7 percent and female were 48.3 percent. Same tendency for permanent citizen and non-citizen employees.

Table 2. 12: Distribution of Permanent Employees by Cadre, Citizenship and Sex; 2023/24

Cadre	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
O01	4.4	1.5	2.9	34.3	33.3	33.9	4.5	1.6	2.9
O02	42.7	48.3	45.8	32.8	56.9	43.2	42.7	48.3	45.8
O03	26.3	33.8	30.3	14.9	0	8.5	26.2	33.7	30.3
O04	9.7	7.0	8.2	0	0	0	9.7	7.0	8.2
O05	4.5	2.4	3.3	0	9.8	4.2	4.5	2.4	3.3
O06	1.7	1.3	1.5	0	0	0	1.7	1.3	1.5
O07	1.6	1.4	1.5	16.4	0	9.3	1.7	1.4	1.5
O08	3.1	0.1	1.5	1.5	0	0.8	3.1	0.1	1.5
O09	5.9	4.1	4.9	0	0	0	5.9	4.1	4.9
Total Number	22,269	26,720	48,989	67	51	118	22,336	26,771	49,107

Note Code: See Appendix 2 for description of the Carde codes.

Table 2.13 shows that, Technicians and Associate Professionals (25.6 percent) had higher proportion of temporary employees compared to other cadres where male were 20.9 percent and female were 32.3 percent). Temporary Citizen employees had higher proportion of employees worked as Technicians and Associate Professionals (26.2 percent) while almost 89 percent of temporary non-citizen employees worked as Professionals, Legislators, administrators and managers.

Table 2. 13: Percentage Distribution of Temporary Employees by Cadre and Citizenship; 2023/24

Cadre	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
O01	5.5	3.7	4.8	40.6	38.5	39.9	6.5	4.4	5.7
O02	15.1	18.1	16.3	48.1	50.0	48.7	16.1	18.8	17.2
O03	21.5	32.9	26.2	1.3	6.0	2.8	20.9	32.3	25.6
O04	8.6	8.6	8.6	1.0	2.1	1.4	8.4	8.5	8.4
O05	19.5	18.1	18.9	1.0	3.0	1.7	19.0	17.7	18.5
O06	0.6	0.2	0.4	0.2	0	0.1	0.5	0.2	0.4
O07	7.0	4.8	6.1	0.4	0	0.3	6.8	4.7	5.9
O08	5.1	0.2	3.1	5.0	0	3.4	5.1	0.2	3.1
O09	17.1	13.4	15.6	2.3	0.4	1.7	16.6	13.1	15.2
Total Number	15,816	10,979	26,795	480	234	714	16,296	11,213	27,509

Note Code: See Appendix 2 for description of the Carde codes.

In all sectors, majority of permanent employees worked as Professionals compared with other cadres, Table 2.14.

Table 2. 14: Percentage Distribution of Permanent Employees by Cadre and Sector; 2023/24

Cadre	Government	Government Parastatal	Private
O01	1.2	5.5	12.5
O02	50.1	39.1	21.7
O03	31.2	32.4	19.2
O04	8.0	10.0	7.4
O05	1.4	2.3	21.1
O06	1.9	0.0	0.4
O07	0.8	2.6	5.0
O08	0.7	5.7	1.1
O09	4.7	2.3	11.6
Total Number	36,950	7,619	4,538

Note Code: See Appendix 2 for description of the Carde codes.

The government sector has more temporary employees worked as Clerks (25.9 percent) followed by employees with Elementary occupations (19.5 percent). Government parastatal and private sector has more temporary employees worked as Technicians and Associate Professionals (51.5 and 25.1 percent) respectively.

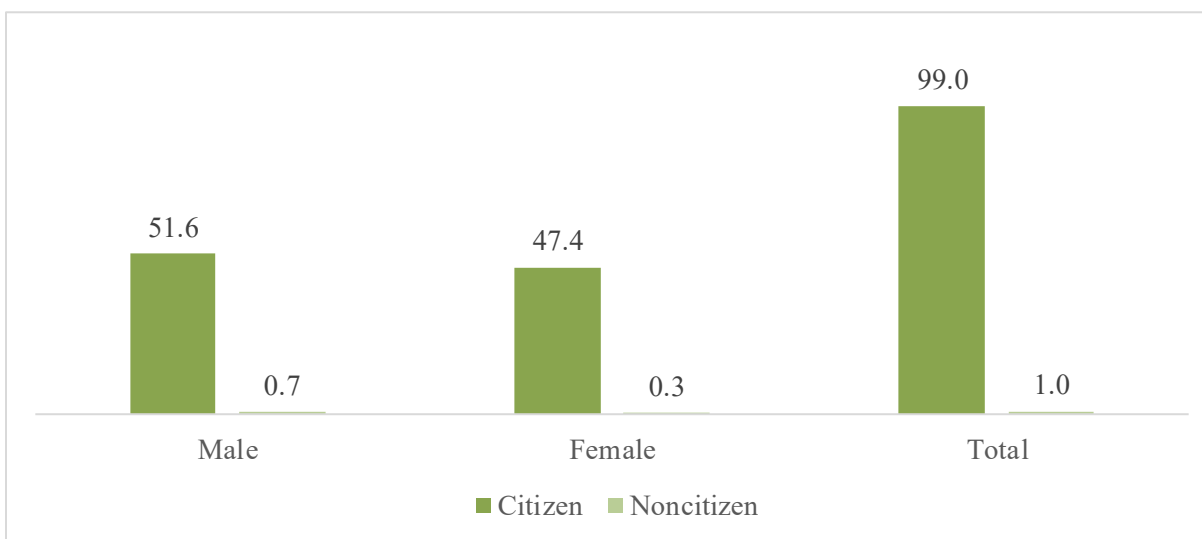
Table 2. 15: Distribution of Temporary Employees by Cadre and Sector; 2023/24

Cadre	Government	Government Parastatal	Private
O01	11.3	3.8	5.4
O02	18.2	9.8	17.3
O03	20.2	51.5	25.1
O04	25.9	33.6	6.8
O05	2.6	0.1	19.8
O06	0.0	0.0	0.4
O07	1.9	0.1	6.3
O08	0.3	0.8	3.3
O09	19.5	0.1	15.4
Total Number	1,334	732	25,443

Note Code: See Appendix 2 for description of the Carde codes.

Figure 2.4 reveals that, 99 percent of employees were citizens of which 51.6 percent were male employees and 47.4 percent were female employees. Non-citizens had a small proportion (1.0 percent) of the total employment whereas the majority were male.

Figure 2. 4: Percentage Distribution of Total Employment by Citizenship and Sex; 2023/24



Majority of the citizen employees were in the Government sector (46.3 percent) while most of non-citizen employees (91.3 percent) employed in the private sector. The proportion of male and female non-citizen employees was higher in the Private sector which accounted for 96.7 and 81.1 percent respectively. More than half of male citizen employees were employed in private sector (51.3 percent) and female employees were in the Government sector (56.8 percent), Table 2.16.

Table 2. 16: Percentage Distribution of Total Employment by Citizenship, Sex and Sector; 2023/24

Citizenship	Sex	Government	Government Parastatal	Private	Total Number
Citizen	Male	36.6	12.1	51.3	43,082
	Female	56.8	8.1	35.1	39,516
	Total	46.3	10.2	43.5	82,598
Noncitizen	Male	2.2	1.1	96.7	547
	Female	15.8	3.2	81.1	285
	Total	6.9	1.8	91.3	832
Total	Male	36.2	12.0	51.8	43,629
	Female	56.5	8.1	35.4	39,801
	Total	45.9	10.1	44.0	83,430

Table 2.17 reveals that, out of total employment, 190 employees were disabled. The government sector has a greater percentage of disabled employees (60.5 percent) where male were 58.6 percent and female were 63.5 percent.

Table 2. 17: Percentage Distribution of Employees with Disability by Sector and Sex; 2023/24

Sector	Male	Female	Total
Government	58.6	63.5	60.5
Government Parastatal	6.9	14.9	10.0
Private	34.5	21.6	29.5
Total number	116	74	190

Table 2.18 indicates that, among the employees with disability, the permanent contract has a larger proportion of employed persons with disability for both youth (47.3 percent) and adult (82.8 percent). Furthermore, the results indicate that, across all types of contracts, there were more disabled male than female employees for both youth and adult employees except youth permanent and adult casual employees.

Table 2. 18: Percentage Distribution of Employees with Disability by Type of Contract, Age group and Sex; 2023/24

Type of Contract	Youth (15-35 years)			Adult (36+years)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	39.2	65.2	47.3	83.1	82.4	82.8	63.8	77.0	68.9
Temporary	33.3	21.7	29.7	15.4	13.7	14.7	23.3	16.2	20.5
Casual	27.5	13.0	23.0	1.5	3.9	2.6	12.9	6.8	10.5
Total Number	51	23	74	65	51	116	116	74	190

The results from 2023/24 EES reveals that, there were 1,172 employees employed in Government Strategic Project. Private sector had the highest proportion of employees (98.5 percent) employed in the Government Strategic Project followed by the Government with 1.1 percent. Government Parastatal had less than one percent of employees employed in Government Strategic Projects.

The result also shows that, Government parastatal had a higher percentage of females (3.4 percent) than male (0.1 percent) employed in Government Strategic Projects, whereas in the Private sector, a higher percentage of males (98.8 percent) were employed in Government Strategic Projects.

Table 2. 19: Percentage Distribution of Employees Employed/Work in Government Strategic Projects by Sector and Sex; 2023/24

Sector	Male	Female	Total
Government	1.1	1.1	1.1
Government Parastatal	0.1	3.4	0.3
Private	98.8	95.5	98.5
Total Number	1084	88	1,172

2.4. Employment by Industry

There are three major industries namely Agriculture, Forest and Fishing industry, Manufacturing, Construction, Energy and Utility industry and Services industry which are categorized out of all industries. The results depict that, eight in every ten employees in 2023/24 were in service industry (85 percent). Among the total employees, very few of them were in the Agriculture, Forest and Fishing sector, Figure 2.5.

Figure 2. 5: Percentage of Total Employees by Main Industry; 2023/24

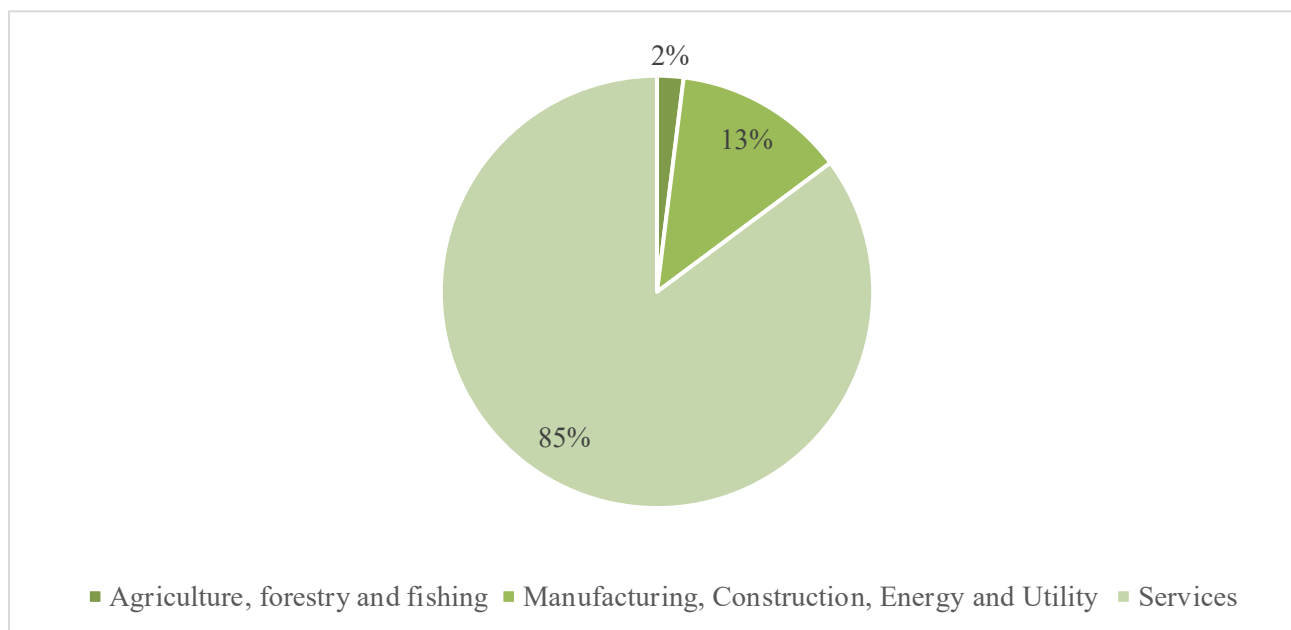


Table 2.20 shows that, in 2023/24 out of the total employment, education had the highest proportion of employees (30.0 percent) followed by accommodation and food services activities (18.8 percent) and public administration and defense; compulsory social security activities (14.1 percent). The industry with the least proportion of employees was real estate activities with 0.1 percent.

Generally, the proportion of male employees within the industries was higher compared with female employees in both 2022/23 and 2023/24. However, Education had a higher proportion of female employees (43.3 percent) compared with other industries in 2023/24.

Real estate activities recorded the highest percentage growth in employment of 208.6 percent in 2023/24. Other industries that realized employment growth were Professional, Scientific and

technical activities (95.7 percent) and other service activities (75.0 percent). However, there was a decline in public administration and defense; compulsory social security (25.6 percent).

Table 2. 20: Percentage distribution of Total Employment by Industry and Sex; 2022/23 and 2023/24

Industry	2023/24			2022/23			% Change
	Male	Female	Total	Male	Female	Total	
A01	2.5	1.4	2.0	3.0	2.0	2.5	-21.0
B02	0.5	0.3	0.4	0.4	0.3	0.4	2.2
C03	4.9	1.0	3.0	5.5	1.1	3.4	-10.4
D04	1.5	0.4	0.9	1.5	0.4	1.0	-5.5
E05	4.4	3.1	3.7	3.1	2.2	2.7	38.5
F06	8.1	0.9	4.7	9.6	1.1	5.6	-16.0
G07	2.8	1.4	2.1	2.4	1.0	1.7	26.0
H08	3.0	2.2	2.6	3.2	2.0	2.7	-3.8
I09	22.7	14.6	18.8	23.2	14.7	19.2	-1.9
J10	1.3	0.8	1.0	1.2	0.9	1.1	-5.9
K11	1.5	1.2	1.3	1.5	1.3	1.4	-3.8
L12	0.2	0.1	0.1	0.1	0.0	0.0	208.6
M13	2.3	2.4	2.3	1.2	1.2	1.2	95.7
N14	1.8	0.6	1.2	1.9	0.7	1.4	-12.7
O15	14.9	13.1	14.1	17.8	20.0	18.9	-25.6
P16	17.9	43.3	30.0	16.3	38.7	26.8	11.9
Q17	9.1	12.6	10.8	7.3	11.4	9.2	17.1
R18	0.6	0.5	0.6	0.8	0.7	0.7	-21.4
S19	0.2	0.2	0.2	0.1	0.1	0.1	75.0
Total Number	43,629	39,801	83,430	43,642	38,583	82,225	1.5

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

The results presented in Table 2.21 indicates that, the majority of employees in Kaskazini (72.5 percent) and Kusini Unguja (50.0 percent) were employed in the Accommodation and food services activities. Education accounted for the majority of employees in Mjini Magharibi (27.2 percent) and Kusini Pemba (54.1 percent). Additionally, Public administration and defence; compulsory social security activities employed the majority of employees in Kaskazini Pemba (26.4 percent).

Table 2. 21: Percentage Distribution of Total Employees by Industry and Region; 2023/24

Industry	Kaskazini Unguja	Kusini Unguja	Mjini Magharibi	Kaskazini Pemba	Kusini Pemba	Total
A01	0.1	0.04	2.5	16.9	0	2.0
B02	0.4	1.4	0.1	3.3	0.2	0.4
C03	2.7	3.9	3.1	6.7	1.4	3.0
D04	0	0	1.7	0	0	0.9
E05	3.9	1.2	3.7	9.5	4.9	3.7
F06	0	3.6	6.7	6.8	1.5	4.7
G07	1.0	1.4	2.9	1.8	1.1	2.1
H08	0	0	4.3	0.04	1.2	2.6
I09	72.5	50.0	5.4	8.3	0.9	18.8
J10	0	0.1	1.7	0.5	0.3	1.0
K11	0.4	0.02	2.2	0.7	0.2	1.3
L12	0	0	0.2	0.1	0.2	0.1
M13	0	4.3	2.6	0.04	1.7	2.3
N14	0.2	0.1	2.1	0	0.1	1.2
O15	2.2	1.5	18.4	26.4	16.2	14.1
P16	14.0	31.1	27.2	15.0	54.1	30.0
Q17	1.8	1.1	14.3	2.8	15.5	10.8
R18	0.7	0.2	0.6	0.4	0.5	0.6
S19	0	0.1	0.2	0.8	0.1	0.2
Total Number	9,411	12,034	46,710	2,615	12,660	83,430

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 2.22 shows that youth employees constitute a higher number of employees (44,018 employees) compared with adult employees (39,412 employees). The results also indicate that accommodation and food services activities had the highest proportion of youth employees (28.2 percent) while education had the highest proportion of adult employees (38.5 percent).

Furthermore, the results reveal gender disparities in most of the industries whereby most adult male employees (23.4 percent) and female employees (53.5 percent) work in education. In addition, accommodation and food services activities had the highest proportion of youth male employees (31.3 percent) while youth female employees were mostly employed in the Education industry employees (33.1 percent).

**Table 2. 22: Percentage Distribution of Employment by Industry, Age Group and Sex;
2023/24**

Industry	Youth (15-35 years)			Adult (36+years)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	2.1	0.8	1.5	3.0	2.0	2.5	2.5	1.4	2.0
B02	0.6	0.3	0.4	0.4	0.4	0.4	0.5	0.3	0.4
C03	6.8	1.3	4.3	2.6	0.8	1.7	4.9	1.0	3.0
D04	0.7	0.2	0.4	2.4	0.6	1.5	1.5	0.4	0.9
E05	3.1	2.9	3.0	5.8	3.3	4.6	4.4	3.1	3.7
F06	10.1	1.1	6.0	5.8	0.8	3.3	8.1	0.9	4.7
G07	3.2	1.8	2.5	2.4	1.0	1.7	2.8	1.4	2.1
H08	1.9	2.0	1.9	4.4	2.3	3.3	3.0	2.2	2.6
I09	31.3	24.4	28.2	12.1	4.8	8.4	22.7	14.6	18.8
J10	1.1	0.6	0.9	1.4	1.0	1.2	1.3	0.8	1.0
K11	1.6	1.3	1.5	1.4	1.0	1.2	1.5	1.2	1.3
L12	0.2	0.1	0.1	0.2	0.1	0.1	0.2	0.1	0.1
M13	1.4	1.9	1.6	3.4	2.9	3.1	2.3	2.4	2.3
N14	2.4	0.9	1.8	1.1	0.2	0.6	1.8	0.6	1.2
O15	8.2	8.9	8.5	23.1	17.4	20.2	14.9	13.1	14.1
P16	13.4	33.1	22.3	23.4	53.5	38.5	17.9	43.3	30.0
Q17	11.2	18.0	14.3	6.5	7.2	6.8	9.1	12.6	10.8
R18	0.6	0.3	0.5	0.6	0.7	0.6	0.6	0.5	0.6
S19	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
Total Number	24,014	20,004	44,018	19,615	19,797	39,412	43,629	39,801	83,430

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Most citizen employees were employed in education (30 percent) followed by accommodation and food services (18 percent). Most of male citizen employees (22.2 percent) work in the accommodation and food services and female citizen employees work in education (43.5 percent).

Non-citizen employees were mainly engaged in two industries. Out of 832 non-citizen employees, more than fifty percent were employed in accommodation and food services (59.7 percent) while 13.9 percent were employed in Construction, Table 2.23.

Table 2. 23: Percentage Distribution of Total Employment by Industry, Citizenship and Sex; 2023/24

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	2.5	1.4	2.0	0	0	0	2.5	1.4	2.0
B02	0.5	0.3	0.4	0	0	0	0.5	0.3	0.4
C03	4.9	1.0	3.1	1.3	0.4	1.0	4.9	1.0	3.0
D04	1.5	0.4	1.0	0	0	0	1.5	0.4	0.9
E05	4.4	3.1	3.8	0	0	0	4.4	3.1	3.7
F06	8.0	0.9	4.6	21.0	0.4	13.9	8.1	0.9	4.7
G07	2.8	1.4	2.2	2.0	0	1.3	2.8	1.4	2.1
H08	3.0	2.2	2.6	2.4	0	1.6	3.0	2.2	2.6
I09	22.2	14.3	18.4	61.4	56.5	59.7	22.7	14.6	18.8
J10	1.3	0.8	1.0	0.4	0.0	0.2	1.3	0.8	1.0
K11	1.5	1.1	1.3	0	5.3	1.8	1.5	1.2	1.3
L12	0.2	0.1	0.1	0	0	0	0.2	0.1	0.1
M13	2.3	2.4	2.4	0.2	0	0.1	2.3	2.4	2.3
N14	1.8	0.6	1.2	0.9	0	0.6	1.8	0.6	1.2
O15	15.1	13.1	14.1	2.2	16.1	7.0	14.9	13.1	14.1
P16	18.0	43.5	30.2	6.0	16.5	9.6	17.9	43.3	30.0
Q17	9.2	12.7	10.9	1.5	4.2	2.4	9.1	12.6	10.8
R18	0.6	0.5	0.5	0.7	0.7	0.7	0.6	0.5	0.6
S19	0.2	0.2	0.2	0	0	0	0.2	0.2	0.2
Total Number	43,082	39,516	82,598	547	285	832	43,629	39,801	83,430

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 2.24 indicates that, Construction activities had the highest proportion of employees (96.0 percent) Employed in Government Strategic Projects followed by Information and communication (2.2 percent). The industry with the least proportion of employees employed in Government Strategic Projects was Education (0.1 percent).

Moreover, the results show that, the highest proportion of male and female employees employed in Government Strategic Projects were in Construction with 96.5 percent and 89.8 percent respectively.

Table 2. 24: Percentage Distribution of Employees Employed in Government Strategic Projects by Industry and Sex; 2023/24

Industry	Male	Female	Total
E05	0.7	0	0.7
F06	96.5	89.8	96.0
J10	2.2	2.3	2.2
O15	0.5	3.4	0.7
P16	0	1.1	0.1
Q17	0.1	3.4	0.3
Total Number	1,084	88	1,172

Note Code: See Appendix 2 for description of the industry codes.

CHAPTER THREE

WAGE RATE

3.0. Introduction

This chapter presents information on the wage rate of the permanent and temporary employees. The information of wage rate is useful in determining the welfare of employees and in formulation of employment policy.

3.1. Wage Rate of Permanent Citizens Employees

Table 3.1 depicts that majority of permanent citizen employee's 54.5 percent earned TZS 700,000 and above per month where the wage distribution between male and female is nearly the same by 0.4 difference. Followed by 12.6 percent of permanent citizen employees with earnings between TZS 300,000 - 399,999 where male citizen employees (14.5 percent) and female employees' 11.6 percent. Also, about 2 percent of permanent employees earned below TZS 300,000 per month.

Table 3. 1: Percentage Distribution of Permanent Citizen Employees by Wage Group and Sex; 2023/24

Wage Group (TZS)	Male	Female	Total
Under 140,000	0.3	0.8	0.6
140,000 -199,999	0.2	0.3	0.3
200,000 - 299,999	0.9	0.7	0.8
300,000 - 399,999	14.5	11.1	12.6
400,000 - 499,999	9.1	11.6	10.5
500,000 - 599,999	11.2	10.9	11.1
600,000 - 699,999	9.3	9.9	9.6
700,000 +	54.3	54.7	54.5
Total	22,269	26,720	48,989

Table 3.2 demonstrates that, the majority of employees in the government sector (53.1 percent) received TZS 700,000 or more, while employees in the government parastatal sector (84.0 percent) made the same amount.

On the other hand, higher proportion of Private sector employees were observed in wage group between TZS 300,000 and 399,999 (40.0 percent). All employees paid below TZS 299,999 were employed in private sector.

Table 3. 2: Percentage Distribution of Permanent Citizen Employees by Wage Group, Sector and Sex; 2023/24

Sector	Sex	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
Government	Male	-	-	-	13.9	10.5	14.1	9.7	51.8	14,946
	Female	-	-	-	10.2	12.9	12.2	10.7	54	22,004
	Total	-	-	-	11.7	11.9	12.9	10.3	53.1	36,950
Government Parastatal	Male	-	-	-	1.1	2.4	3.4	9.9	83.2	4,661
	Female	-	-	-	1.3	2.5	3.4	7.4	85.3	2,958
	Total	-	-	-	1.2	2.4	3.4	9.0	84.0	7,619
Private	Male	2.6	2.0	7.9	41.4	13.3	8.8	5.9	18.1	2,662
	Female	12.4	5.1	11.1	37.8	10.0	7.9	4.4	11.3	1,758
	Total	6.5	3.2	9.2	40.0	11.9	8.5	5.3	15.4	4,420
Total	Male	0.3	0.2	0.9	14.5	9.1	11.2	9.3	54.3	22,269
	Female	0.8	0.3	0.7	11.1	11.6	10.9	9.9	54.7	26,720
	Total	0.6	0.3	0.8	12.6	10.5	11.1	9.6	54.5	48,989

Table 3.3 shows that, out of the permanent citizen employees, the education industry had the highest percentage of employees (37.0 percent) whereby 42.5 percent of employees in this industry earned TZS 700,000 and more per month. Public administration and defense; compulsory social security had 22.5 percent of permanent citizen employees whereby 29.4 percent of its employees earned between TZS 600,000 and 699,999.

Also, higher proportion of permanent citizen employees who received under TZS 140,000 and TZS 140,000 – 199,999 are seen in Education industry (85.4 percent) and (77.5 percent) respectively. This is due to small private schools in districts.

Table 3. 3: Percentage Distribution of Permanent Citizen Employees by Industry and Wage Group; 2023/24

Industry	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
A01	0	0	0	2.1	4.2	5.5	2.1	0.9	2.0
B02	0	0	0.7	0	0	0	0	0	0
C03	0.3	1.4	3.9	0.5	0.6	0.7	0.3	0.6	0.6
D04	0	0	0	0	0	0	2.5	2.5	1.6
E05	0	0	0	11.4	6.5	7.5	4.0	2.7	4.8
F06	0	0	0	3.7	1.3	3.3	1.9	0.5	1.5
G07	1.0	0	2.0	3.4	1.4	1.1	1.0	1.0	1.4
H08	0.3	3.5	4.2	1.2	1.1	0.4	3.7	4.0	2.9
I09	0.7	11.3	16.7	17.8	4.8	4.1	2.5	0.8	4.0
J10	0.3	0	0.5	0.5	0.9	0.7	1.2	1.4	1.1
K11	1.0	0	6.9	0.7	0.2	0.2	0.1	2.7	1.7
L12	0.0	0	0	0	0.1	0.1	0.1	0.3	0.2
M13	2.1	0	0.5	0.9	2.0	3.5	4.5	4.3	3.5
N14	7.0	0	16.0	0.1	0.2	0.1	0	0	0.2
O15	0	0	0.0	18.6	21.2	21.7	29.4	23.3	22.5
P16	85.4	77.5	47.2	19.7	37.0	33.4	27.5	42.5	37.0
Q17	1.7	6.3	1.5	18.7	17.4	16.2	18.1	11.8	14.2
R18	0	0	0	0.6	1.1	1.4	1.0	0.4	0.7
S19	0	0	0	0	0.1	0	0	0.1	0.1
Total Number	287	142	407	6,189	5,128	5,419	4,713	26,704	48,989

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

3.2. Wage Rate of Temporary Citizen

The results from Table 3.4 reveal that, the majority of temporary citizen employees (45.5 percent) earned between TZS 300,000 and TZS 399,999 per month. Moreover, 6.9 percent of temporary citizen employees earned less than TZS 140,000.

Table 3. 4: Percentage Distribution of Temporary Citizen Employees by Wage Group and Sex; 2023/24

Wage Group (TZS)	Male	Female	Total
Under 140,000	4.1	10.9	6.9
140,000 -199,999	1.8	7.2	4.0
200,000 - 299,999	6.8	12.6	9.2
300,000 - 399,999	47.8	42.1	45.5
400,000 - 499,999	16.8	13.3	15.4
500,000 - 599,999	8.2	4.9	6.8
600,000 - 699,999	5.0	3.7	4.5
700,000 +	9.4	5.3	7.7
Total	15,816	10,979	26,795

Table 3.5 shows that, the majority of temporary citizen employees in Government sector (63.6 percent) earned between TZS 300,000 and 399,999 while for the Government Parastatal sector, temporary citizen employees earned below TZS 140,000 (39.9 percent).

Furthermore, a high percentage of private sector employees (44.8 percent) were found in the wage group between TZS 300,000 and 399,999.

Table 3. 5: Percentage Distribution of Temporary Citizen Employees by Wage Group, Sector and Sex; 2023/24

Sector	Sex	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
Government	Male	4.6	2.5	8.6	64.9	2.1	5.9	2.7	8.8	828
	Female	2.4	1.1	5.1	61.2	8.5	10.7	3.6	7.3	449
	Total	3.8	2.0	7.4	63.6	4.3	7.6	3.0	8.3	1,277
Government Parastatal	Male	51.1	0	0.4	26.4	6.5	1.4	1.0	13.3	511
	Female	12.1	0.5	1.0	61.7	8.7	1.0	0.5	14.6	206
	Total	39.9	0.1	0.6	36.5	7.1	1.3	0.8	13.7	717
Private	Male	2.5	1.8	7.0	47.6	18.0	8.6	5.3	9.3	14,477
	Female	11.3	7.6	13.1	40.9	13.6	4.7	3.8	5.0	10,324
	Total	6.1	4.2	9.5	44.8	16.2	7.0	4.7	7.5	24,801
Total	Male	4.1	1.8	6.8	47.8	16.8	8.2	5.0	9.4	15,816
	Female	10.9	7.2	12.6	42.1	13.3	4.9	3.7	5.3	10,979
	Total	6.9	4.0	9.2	45.5	15.4	6.8	4.5	7.7	26,795

Table 3.6 reveals that, Accommodation and food service activities has the highest proportion of temporary citizen employees (46.5 percent) where 66.7 percent of its employees earned between TZS 400,000 and 499,999 per month, followed by Education with 23.1 percent where 19.4 percent of its employees earned TZS 700,000 and above.

Table 3. 6: Percentage Distribution of Temporary Citizen Employees by Industry and Wage Group; 2023/24

Industry	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
A01	0	0	0	0	0	0.5	0	0	0
B02	0	0.2	1.3	0.1	0.1	0.1	0	0	0.2
C03	0.5	1.5	2.4	3.2	0.8	2.1	4.3	1.3	2.3
E05	15.4	0	3.5	2.5	0.2	4.5	0	0	2.9
F06	0.2	0	0	8.3	4.8	6.8	3.9	9.5	5.9
G07	1.3	2.4	3.7	3.9	2.4	2.6	1.9	1.5	3.0
H08	0.8	0.0	0.4	2.8	1.0	1.7	1.9	5.9	2.2
I09	9.4	11.5	12.5	55.5	66.7	51.3	54.1	36.4	46.5
J10	0.3	0	1.7	0.6	1.3	0.9	1.4	2.6	1.0
K11	1.5	0.6	0.2	0.2	0.4	0.5	6.3	4.1	0.9
M13	0.1	0.7	0.6	0.8	1.2	0.9	1.1	1.4	0.9
N14	1.0	3.4	8.4	2.7	1.1	1.2	0.3	1.9	2.6
O15	2.6	2.0	0.2	3.1	0.7	0.5	2.9	5.2	2.4
P16	57.2	71.6	57.5	13.0	11.6	15.4	16.2	19.4	23.1
Q17	8.7	4.3	6.9	2.7	7.5	9.4	5.4	7.8	5.3
R18	0.6	1.9	0.5	0.3	0.3	0.4	0	0	0.4
S19	0.4	0	0	0.2	0.1	1.1	0.2	3.0	0.4
Total Number	1,857	1,074	2,464	12,185	4,114	1,832	1,199	2,070	26,795

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

CHAPTER FOUR

CASH EARNINGS

4.0. Introduction

This chapter presents information about employee's cash earnings by different characteristics such as sex, sector and industries. Moreover, the chapter illustrate distribution of cash earnings paid to employees in the Government, Government Parastatal and Private Sector.

4.1. Cash Earnings by Sector

The results show that, total annual earnings of all employees increased by TZS 11,973/= million in 2023/24 compared to 2022/23. The amount paid to female employees were TZS 313,826/= million in 2022/23 and TZS 337,335/= million in 2023/24 while for male counterparts were TZS 390,701/= million in 2022/23 and TZS 379,165/= million in 2023/24. Government sector spent three times more on annual earnings than other sectors.

Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2022/23 and 2023/24
(TZS Million)

Sector	2023/24			2022/23		
	Male	Female	Total	Male	Female	Total
Government	170,619	225,403	396,022	160,721	204,232	364,953
Government Parastatal	81,743	46,344	128,087	62,672	31,998	94,669
Private	126,802	65,589	192,391	167,308	77,597	244,904
Total	379,165	337,335	716,500	390,701	313,826	704,527

Table 4.2 reveals that on average permanent Government Parastatal employees earned more (TZS 1,342,874 /=-) followed by government sector (TZS 873,354 /=-). On the other hand, employees in private sector earned low per month (TZS 565,629 /=-). Average earnings per month for male were higher in all sectors compared to female.

Table 4. 2: Monthly Average Salary of Permanent Citizen Employees by Sector and Sex;2023/24

Sector	Male	Female	Total
Government	920,198	841,535	873,354
Government Parastatal	1,393,914	1,262,448	1,342,874
Private	619,558	483,968	565,629
Total	983,411	864,606	918,612

Table 4.5 shows that monthly cash earnings in Government sector (TZS 42,804 million) leads followed by Government Parastatal with (TZS 14,556 million). Additionally; Male receive more monthly cash earnings compared to female by TZS 1,498 million.

Table 4. 3: Monthly Cash Earnings of Permanent Citizen Employees by Sector and Sex; 2023/24

(TZS Million)

Sector	Male	Female	Total
Government	20,119	22,685	42,804
Government Parastatal	8,730	5,825	14,556
Private	2,821	1,661	4,481
Total	31,669	30,171	61,841

4.2. Cash Earning by Industry

The results from the FSEES 2023/24 show that average salary of permanent citizen employees per month in Agriculture, forestry and fishing industry (TZS 1,890,380/=) were highest, followed by Arts, entertainment and recreation activities (TZS 1,586,914/=) and Financial and insurance activities (TZS 1,525,046/=) respectively. The employees in Administrative and support service industry earned the lowest (TZS 297,443/=) compare to other industries (Table 4.4).

Table 4. 4: Monthly Average Salary of Permanent Citizen Employees by Industry and Sex; 2023/24 (TZS)

Industry	Male	Female	Total
A01	1,684,283	2,218,409	1,890,380
B02	595,000	250,000	526,000
C03	906,645	880,325	896,798
D04	1,039,017	1,111,300	1,052,777
E05	714,410	609,806	669,992
F06	665,870	750,279	683,084
G07	863,248	795,419	843,983
H08	1,060,409	929,132	1,004,609
I09	498,425	524,174	507,237
J10	1,368,656	1,070,747	1,239,989
K11	1,731,771	1,213,681	1,525,046
L12	1,158,031	1,353,387	1,223,858
M13	1,124,059	1,206,940	1,163,632
N14	284,760	349,830	297,443
O15	1,139,327	1,020,295	1,085,070
P16	947,709	812,936	852,613
Q17	758,630	671,417	708,440
R18	1,603,446	1,573,471	1,586,914
S19	705,856	845,372	780,597
Total	983,411	864,606	918,612

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 4.5 reveal that monthly cash earnings of Education industry (TZS 17,378.4 million) leads followed by Public administration and defense; compulsory social security industry with (TZS 15,869.8 million). Moreover; Mining and Quarrying industry has lowest monthly cash earnings of (TZS 2.6 million).

**Table 4. 5: Monthly Cash Earnings of Permanent Citizen Employees by Industry and Sex;
2023/24**

(TZS Million)

Industry	Male	Female	Total
A01	2,503.4	1,566.0	4,069.4
B02	2.4	0.3	2.6
C03	220.8	128.0	348.9
D04	835.2	207.2	1,042.3
E05	884.4	543.5	1,427.9
F06	402.0	114.0	516.0
G07	487.4	176.5	663.9
H08	2,699.3	2,344.8	5,044.1
I09	1,666.6	1,089.5	2,756.1
J10	607.4	380.8	988.2
K11	593.6	278.2	871.8
L12	90.9	15.2	106.1
M13	1,481.5	1,432.4	2,913.9
N14	33.2	9.7	42.9
O15	9,544.6	6,325.2	15,869.8
P16	6,006.0	11,372.5	17,378.4
Q17	3,340.0	3,848.4	7,188.4
R18	255.8	324.5	580.3
S19	15.0	14.7	29.7
Total	31,669.4	30,171.4	61,840.8

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

CHAPTER FIVE

WAGE BILL

5.0. Introduction

This chapter provides information related to wage bill with respected to employment sectors, sex and industries. Wage bill information is crucial for employment and labor market especially for effective policies and plans of different sectors as well as industries.

5.1. Annual Wage bill

Table 5.1 reveals that, the high proportion of total wage bill (82.9 percent) paid as salary followed by other benefit which contribute 14.9 percent of total bill and only 2.3 percent paid as a free ration.

On the other hand, the proportion of salary in all sectors is high followed by other benefit. In addition, the free ration has lowest proportion in all sectors.

Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2023/24

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	86.0	0.6	13.4	100
Government Parastatal	79.0	1.6	19.5	100
Private	79.9	5.6	14.5	100
Total	82.9	2.3	14.9	100

Table 5.2 shows that; the proportion of salary is high for all industries followed by the proportion of other benefits. Accommodation and food service activities has high proportion of free ration (8.2 percent) while Agriculture, forestry and fishing (0.1 percent) has the least proportion of free ration. Moreover, results show that Information and communication industry (28.2 percent) spent the most on other benefits followed by Financial and insurance activities (27.3 percent).

Table 5. 2: Composition of Annual Wage Bill by Industry; 2023/24

Industry	Salary	Free Ration	Other Benefit	Wage bill
A01	98.2	0.1	1.7	100
B02	99.6	0.3	0.1	100
C03	86.6	0.9	12.6	100
D04	84.2	3.6	12.2	100
E05	83.5	3.0	13.5	100
F06	77.2	2.8	20.0	100
G07	80.0	2.5	17.5	100
H08	80.1	1.2	18.8	100
I09	77.0	8.2	14.8	100
J10	70.5	1.4	28.2	100
K11	69.7	3.0	27.3	100
L12	84.6	1.3	14.1	100
M13	79.8	0.9	19.3	100
N14	79.5	6.5	14.0	100
O15	79.7	1.2	19.1	100
P16	88.9	0.4	10.7	100
Q17	87.6	0.7	11.7	100
R18	89.4	1.6	9.0	100
S19	82.4	0.5	17.1	100
Total	82.9	2.2	14.9	100

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 5.3 shows that permanent employees contribute high proportion of the total wage bill (61.3 percent) followed by Temporary employees (19.0 percent). Casual workers in Mining and quarrying have high proportion (78.4 percent) compare with other industries. Furthermore, the proportion of free ration is low in all industries and activities.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2023/24

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
A01	93.5	0.2	4.6	0.1	1.7	100
B02	3.4	17.8	78.4	0.3	0.1	100
C03	24.3	24.2	38.1	0.9	12.6	100
D04	84.2	-	-	3.6	12.2	100
E05	72.9	10.6	-	3	13.5	100
F06	19.5	40	17.7	2.8	20	100
G07	48.6	24.8	6.6	2.5	17.5	100
H08	53.5	14.2	12.3	1.2	18.8	100
I09	13.1	61.9	2	8.2	14.8	100
J10	54	16.1	0.4	1.4	28.2	100
K11	58.8	10.5	0.4	3	27.3	100
L12	79.2	3.2	2.1	1.3	14.1	100
M13	75.1	4.5	0.1	0.9	19.3	100
N14	8.4	55.5	15.5	6.5	14	100
O15	76.7	3	-	1.2	19.1	100
P16	76.4	12.1	0.4	0.4	10.7	100
Q17	74.4	11.2	1.9	0.7	11.7	100
R18	81.3	6.8	1.3	1.6	9	100
S19	9.5	72.6	0.3	0.5	17.1	100
Total	61.3	19	2.6	2.2	14.9	100

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

CHAPTER SIX

OCCUPATIONAL INJURY AND DISEASES

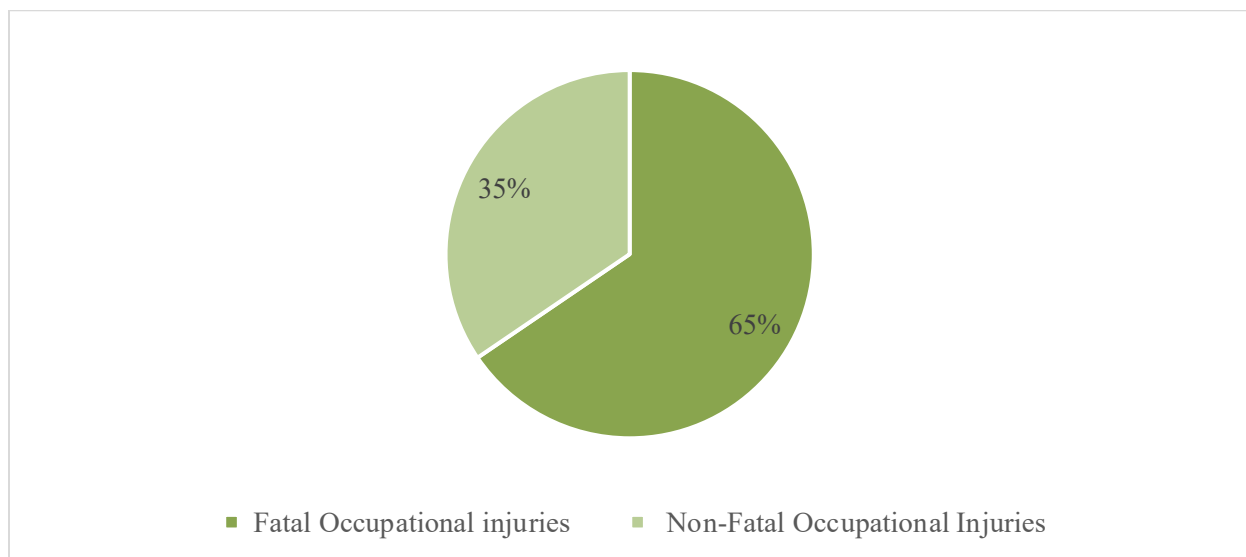
6.0. Introduction

This chapter briefly explain the employed persons who were injured or get illness at work circumstance. The information on work place safety is crucial for improving a healthy and productive work environment.

6.1. Occupational Injuries

The occupational injuries can arise from various occupational hazard and non-hazard environment that may result Fatal and Non-Fatal injuries. A total of 142 of occupational injured employees were reported in 2023/24, where the incidence for Fatal occupational injured employees (65percent) was higher compared to non-fatal (35 percent).

Figure 6. 1: Percentage Distribution of Occupational Injured Employees; 2023/24



The total occupational injury rate was 170.2 per 100,000 employees where female (216.1 per 100,000 employees) had higher rate than male (128.4 per 100,000 employees). Furthermore, the Fatal Occupational Injuries was 111.5 per 100,000 employees which is higher than Non-Fatal Occupational Injuries (58.7 per 100,000 employees).

The Sex disaggregation shows that, Occupational Injuries for both fatal and non-fatal was higher for female than male.

Table 6. 1: Fatal and Nonfatal Injury Rates per 100,000 Employees by Sex; 2023/24

Occupational Injury	Male	Female	Total
Fatal Occupational Injuries	71.1	155.8	111.5
Non-Fatal Occupational Injuries	57.3	60.3	58.7
Total	128.4	216.1	170.2

Table 6.2 shows that, government parastatal had higher rate of occupational injuries with 320.3 per 100,000 employees where only fatal employees were reported. Followed by government sector with 154.1 per 100,000 employees where the rate of non-fatal employees was higher compared with fatal. Moreover, private sector reported a higher fatal occupational injuries rate with 108.9 per 100,000 employees compared with non-fatal with 43.6 per 100,000 employees.

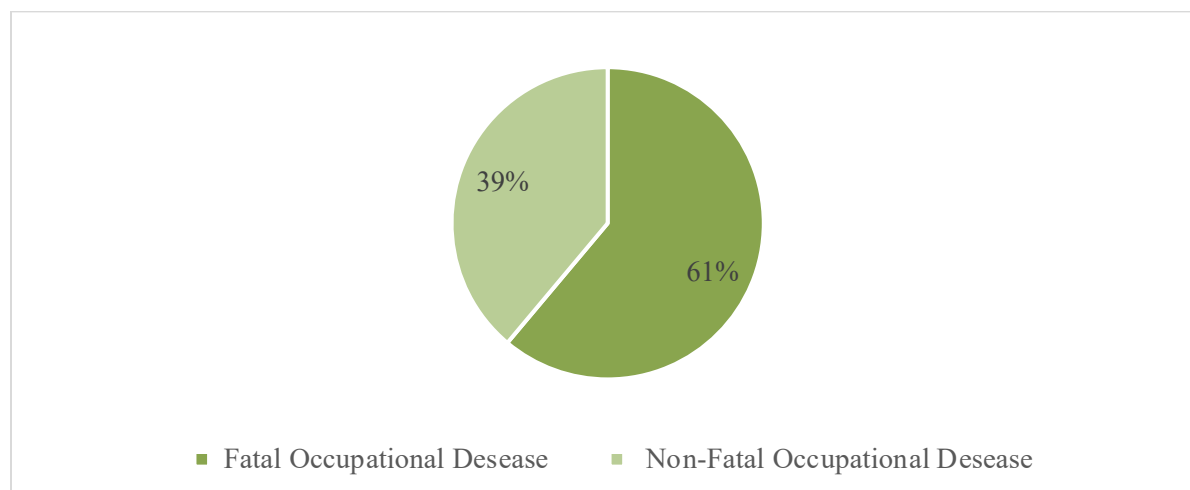
Table 6. 2: Fatal and Nonfatal Injury Rates per 100,000 Employees by Sector; 2023/24

Occupational Injury	Government	Government Parastatal	Private
Fatal Occupational Injuries	67.9	320.3	108.9
Non-Fatal Occupational Injuries	86.2	0	43.6
Total	154.1	320.3	152.5

6.2. Occupational Diseases

Occupational diseases encompass a wide range of human illnesses that arise due to exposure to risk factors associated with work activities. The results from figure 6.2 show that, the proportion of employees who got Fatal diseases at work place was higher (61 percent) compare with Nonfatal (39 percent).

Figure 6. 2: Percentage of Employees with Occupational Disease; 2023/24



The results demonstrate that, the total occupational diseases rate was reported 21.6 per 100,000 employees where female (25.1 per 100,000 employees) had higher rate than male (18.3 per 100,000 employees). The similar pattern shown for Fatal Occupational Diseases.

Table 6. 3: Fatal and Nonfatal Disease Rates per 100,000 Employees by Sex; 2023/24

Occupational Disease	Male	Female	Total
Fatal Occupational Disease	9.2	17.6	13.2
Non-Fatal Occupational Disease	9.2	7.5	8.4
Total	18.3	25.1	21.6

The occupational Injury rate for private sector was slightly higher (24.5 per 100,000 employees) compared with the government sector (23.5 per 100,000 employees). Government Parastatal reported no occupational injuries, Table 6.4.

Table 6. 4: Fatal and Nonfatal Disease Rates per 100,000 Employees by Sector; 2023/24

Occupational Injury	Government	Government Parastatal	Private
Fatal Occupational Injuries	13.1	0	16.3
Non-Fatal Occupational Injuries	10.4	0	8.2
Total	23.5	0	24.5

CHAPTER SEVEN

NEW AND DROPPED OUT EMPLOYEES

7.0. Introduction

This chapter presents the information of new employees and dropped out employees in a financial year of 2023/24. The results from analysis based on new employees by sector, industry, education level, subject of training and citizenship with their starting salaries. Additionally, it includes the number of employees quitted the establishment with reasons.

7.1. New Employees

The findings from Table 7.1 show that, the total number of new employees in 2023/24 was 3,931 employees of whom 1,881 were male and 2,054 were female employees.

Sex differential is observed between the three sectors where both Government parastatals and private sectors employed more male than female employees and the opposite for Government sector.

Table 7. 1: Distribution of New Employees by Sector and Sex; 2023/24

Sector	Number of Employees			Sex distribution		
	Male	Female	Total	Male	Female	Total
Government	462	771	1,233	37.5	62.5	100
Government Parastatal	200	82	282	70.9	29.1	100
Private	1,219	1201	2,416	50.5	49.7	100
Total	1,881	2,054	3,931	47.9	52.3	100

Table 7.2 shows that, most of new employees were employed in Education (36.4 percent) with majority of female (46.2 percent) than male (25.6 employees), followed by Accommodation and food service activities (28.3 percent) which account for 32.7 percent of male employees and 24.2 percent of female employees.

Generally, there were more male new employees than female employees across most of the industry.

Table 7. 2: Percentage Distribution of New Employees by Industry and Sex; 2023/24

Industry	Male	Female	Total
A01	0.7	0.2	0.5
B02	1.1	0	0.5
C03	2.2	0.1	1.0
D04	0.3	0.1	0.2
E05	1.1	0.1	0.6
F06	3.1	0.7	1.9
G07	3.4	1.8	2.5
H08	0.4	0.7	0.5
I09	32.7	24.2	28.3
J10	1.3	0.2	0.7
K11	3.0	1.5	2.2
L12	0.9	0.3	0.6
M13	2.7	1.5	2.0
N14	2.9	1.6	2.2
O15	15.5	16.5	16.0
P16	25.6	46.2	36.4
Q17	2.4	3.7	3.1
R18	0.6	0.3	0.5
S19	0.3	0.2	0.2
Total Number	1,881	2,054	3,931

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

The result reveals that, most of new employees were citizen of East Africa countries whereby Tanzania was leading country (99.1 percent) followed by Kenya (0.4 percent). Other citizenship contributes 0.5 percent of total new employees employed in a year 2023/24, Table 7.3.

Table 7. 3: Percentage Distribution of New Employees by Citizenship and Sex; 2023/24

Citizenship	Male	Female	Total
Tanzania	98.7	99.5	99.1
Kenya	0.5	0.3	0.4
Rwanda	0.1	0	0.03
DRC	0.1	0	0.03
Others	0.7	0.2	0.5
Total Number	1,881	2,054	3,931

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

Table 7.4 depicts that, majority of new employees started work with salary between TZS 300,000 and 399,999 (29.0 percent). Minority of new employees started work with salary between TZS 140,000 and 199,999 (2.2 percent). About two in every ten of new employees (19.4 percent) were able to start work with a salary of TZS 700,000 and above.

Table 7. 4: Distribution of New Employees by Starting Salary and Sex; 2023/24

Starting Salary	Number			Percent		
	Male	Female	Total	Male	Female	Total
Under 140,000	39	195	230	2.1	9.5	5.9
140,000 - 199,999	28	59	87	1.5	2.9	2.2
200,000 - 299,999	137	229	366	7.3	11.1	9.3
300,000 - 399,999	619	521	1,140	32.9	25.4	29.0
400,000 - 499,999	260	431	691	13.8	21.0	17.6
500,000 - 599,999	253	293	546	13.5	14.3	13.9
600,000 - 699,999	64	45	109	3.4	2.2	2.8
700,000 +	481	281	762	25.6	13.7	19.4
Total	1,881	2,054	3,931	100	100	100

Figure 7.1 shows that, the highest proportion of new employees had permanent contract which account for 43.6 percent, followed by fixed term contract with 28.4 percent. Furthermore, proportion of female in all type of contracts were higher than male except in Specific task contract where male was higher than female (Annex Table 7. 2.7).

Figure 7. 1: Proposition of New Employees by Type of Contract; 2023/24

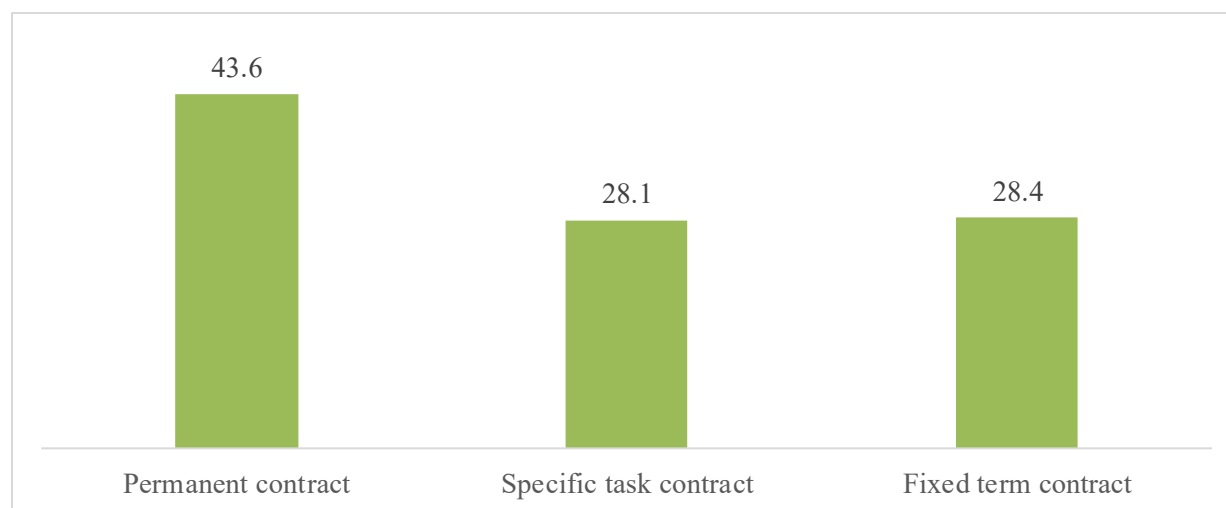


Table 7.5 show that, a total of 3,932 employees quitted the job with different reasons whereby males were more likely in quitting the job than females. More than two of every ten employees had resigned (26.6 percent) the job. About 3.4 percent of employees were out of establishment because of death.

There was discrepancy between the two sexes for all reasons. The main reason for both male (26.6 percent) and female (26.5 percent) quitting the establishment was resigning.

**Table 7. 5: Number of Employees by Reasons for Leaving the Establishment and Sex;
2023/24**

Reasons	Male	Female	Total
Retired Employees	22.0	21.5	21.8
Terminated	7.5	5.4	6.6
Resigned	26.6	26.5	26.6
Death	3.5	3.3	3.4
Transfer	22.5	25.0	23.5
End of Contract	11.6	10.2	11.0
Other reasons	6.2	8.1	7.0
Total number	2,295	1,637	3,932

CHAPTER EIGHT

VACANCIES

8.0. Introduction

This chapter describes the current job vacancies available. The information is described by industries, sectors, type of occupation available and education level required. Most of the distribution of results based on sex preference of current vacancy available.

8.1. Current Job Vacancy

The total number of current vacancies available for 2023/24 was 5,971 of which 93 percent were from Government sectors and less than ten percent from private sector Figure 8.1.

Figure 8. 1: Percentage Distribution of Current Job Vacancies by Sector; 2023/24

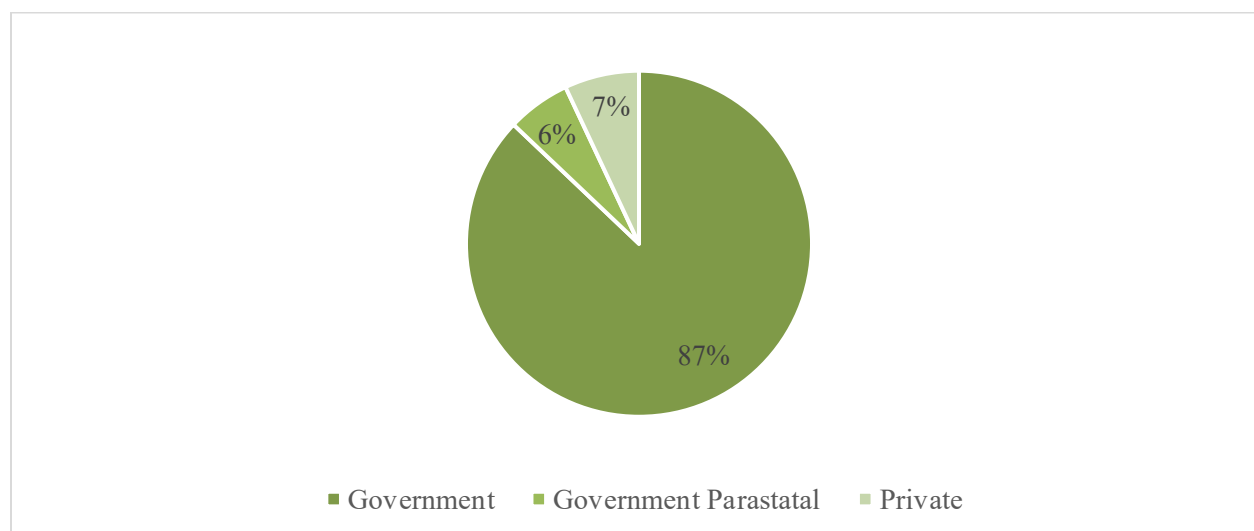


Table 8.1 shows that, 88.8 percent of current job vacancies prefer employees with any sex while 8.3 percent prefer male employees and only three percents prefer female employees.

Sex preference depends much on kind of the activity. Current job vacancies in activities occur in industries such as Human health and social work activities and Arts, entertainment and recreation prefer more females account for 14.0 percent and 13.0 percent than male employees with 2.0 and 8.7 percent consecutively. However, Electricity, gas, steam and air conditioning supply and Real estate activities preferred only any sex preference.

Table 8. 1: Distribution of Current Job Vacancies by Industry and Sex Preference; 2023/24

Industry	Male	Female	Any	Total Vacancies
A01	41.6	2.2	56.2	89
C03	14.8	3.7	81.5	27
D04	0	0	100	31
E05	23.0	0.9	76.0	217
F06	58.7	0	41.3	46
G07	20.6	1.5	77.9	68
H08	11.9	7.1	81.0	42
I09	16.8	16.8	66.3	95
J10	41.7	33.3	25.0	12
K11	14.3	0	85.7	21
L12	0	0	100	1
M13	59.8	1.1	39.1	87
N14	25.0	0	75.0	4
O15	22.7	5.7	71.6	912
P16	1.6	2.0	96.4	4,242
Q17	2.0	14.0	84.0	50
R18	8.7	13.0	78.3	23
S19	25.0	0	75.0	4
Total	8.3	3.0	88.8	5,971

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Among all occupation job vacancies available in 2023/24, 55.6 percent of them were for Professionals followed by Technicians and Associate Professionals which account for 30.1 percent. The least proportion of new vacancy were from Legislators, Administrators and Managers and Craft and Related Workers with less than one percent (0.2 percent) for each.

Male preference was higher in Professionals and Technicians and Associate Professionals vacancies with a proportion of 37.9 percent and 25.4 percent consecutively compared with other type of occupation available.

Technicians and Associate Professionals had higher proportion (50.8 percent) of current job vacancies available for female compared with other type of occupations.

Professionals (58.5 percent) and Technicians and Associate Professionals (29.9 percent) have higher proportion of current job vacancies preferring any type of sex, Table 8.2.

Table 8. 2: Percentage Distribution of Current Vacancies by Type of Occupation Available and Sex Preference, 2023/24

Type of Occupation	Male	Female	Any	Total
O01	0.8	1.1	0.1	0.2
O02	37.9	17.5	58.5	55.6
O03	25.4	50.8	29.9	30.1
O04	6.1	15.3	3.0	3.6
O05	1.4	9.0	2.3	2.4
O06	7.3	0	0.3	0.9
O07	2.0	0	0.1	0.2
O08	8.1	0	0.6	1.2
O09	11.0	6.2	5.2	5.7
Total Vacancies	493	177	5,301	5,971

Note Code: See Appendix 2 for description of the Occupation codes.

The findings from Figure 8.2 demonstrate that, the demand for current job vacancies were higher in First degree or Advance diploma level (54.7 percent) followed by Ordinary diploma education level (29.6 percent). Very few (0.5 percent) vacancies prefer to employ people with primary education.

The results also show that, about 2.2 percent of total job vacancies prefer to employ person with PHD and master degree.

Figure 8. 2: Percentage Distribution of Current Job Vacancies by Type of Education Required, 2023/24

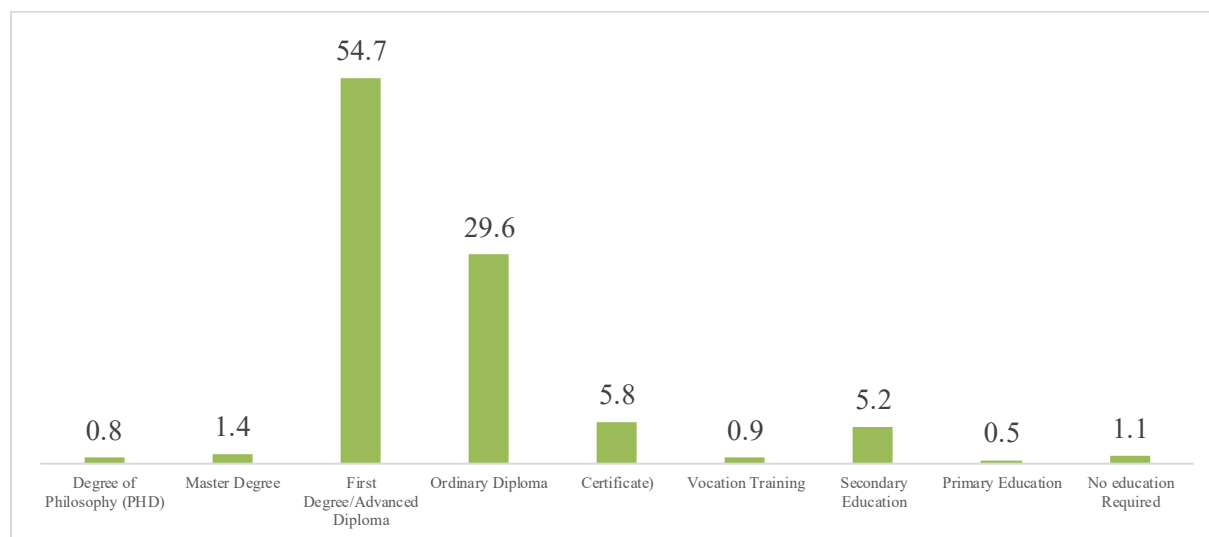


Table 8.3 depicts that, type of occupation required in job vacancies have direct relation with education level required. Majority of current technicians and associate professional's job require higher education level (82.1 percent). Current job in Service Workers and Shop Sales Workers required more person with certificate /diploma (29.4 percent) and secondary education (14.3 percent).

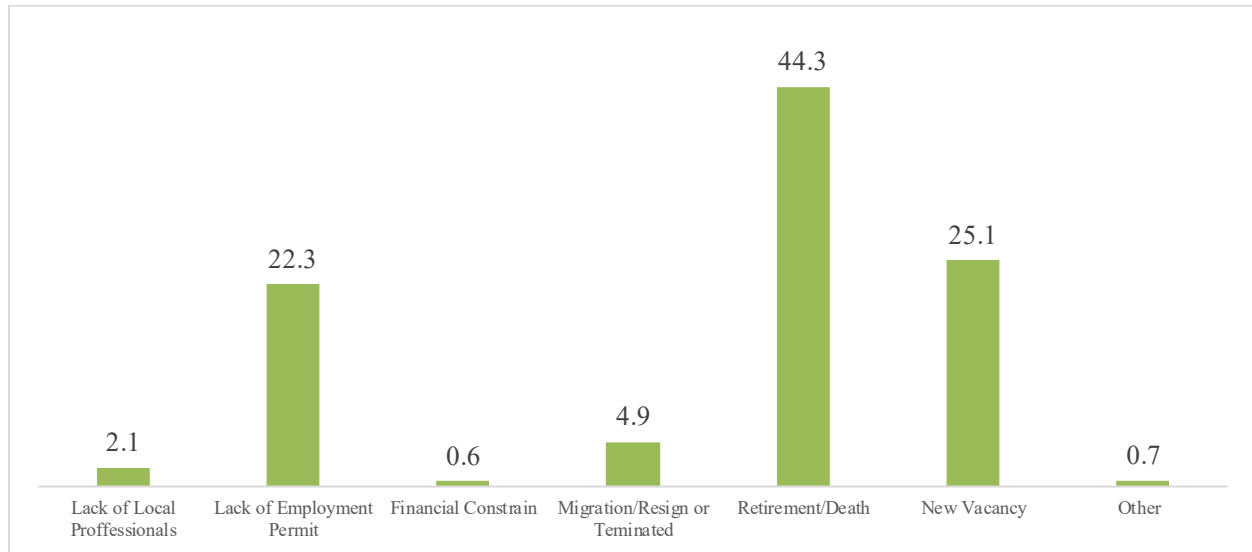
Table 8. 3: Percentage Distribution of Current Job Vacancies by Type of Occupation and Education Required, 2023/24

Type of Occupation Required	No Education	Primary Education	Secondary Education	Certificate /Diploma	Higher Education	Total
O01	0	0	0	0	0.2	0.3
O02	0	0	0	0	0.1	97.6
O03	0	0	14.3	13.7	82.1	0.2
O04	0	0	6.2	2.0	7.3	1.2
O05	1.5	0	14.3	29.4	3.9	0.1
O06	0	0	13.3	0	0.3	0.1
O07	0	0	0	5.9	0.4	0.1
O08	4.6	0	7.5	41.2	0.6	0.4
O09	93.8	100	44.5	7.8	5.1	0
Total Vacancies	65	30	308	51	2,119	3,398

Note Code: See Appendix 2 for description of the Occupation codes.

Figure 8.3 reveals that, about 44.3 percent of current job vacancies were due to retirement/death. Almost one percent (0.6 percent) of job current vacancies were available due to financial Constrain.

Figure 8. 3: Percentage Distribution of Current Vacancies by Reasons, 2023/24



APPENDIXES

Appendix 1: Tables

Table 2. 1. 2: Number of Total Employment by Sector and Sex; 2023/24

Sector	Male	Female	Total
Government	15,786	22,498	38,284
Government Parastatal	5,224	3,206	8,430
Private	22,619	14,097	36,716
Total	43,629	39,801	83,430

Table 2. 2. 2: Percentage Distribution of Permanent Employees by Cadre; Sector and Sex; 2023/24

Cadre	Government			Government Parastatal			Private		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
O01	2.2	0.6	1.2	6.3	4.4	5.5	14.5	9.4	12.5
O02	48.4	51.2	50.1	36.5	43.2	39.1	21.8	21.6	21.7
O03	26.9	34.1	31.2	30.3	35.6	32.4	15.2	25.2	19.2
O04	9.5	6.9	8.0	11.9	7.0	10.0	7.0	8.1	7.4
O05	2.0	1.0	1.4	2.6	2.0	2.3	21.4	20.7	21.1
O06	2.5	1.6	1.9	0	0	0	0.5	0.1	0.4
O07	1.2	0.6	0.8	0.9	5.3	2.6	5.5	4.2	5.0
O08	1.5	0.1	0.7	9.1	0.4	5.7	1.8	0.1	1.1
O09	5.8	3.9	4.7	2.4	2.1	2.3	12.2	10.7	11.6
Total Number	14,946	22,004	36,950	4,661	2,958	7,619	2,729	1,809	4,538

Table 2. 3. 2: Distribution of Temporary Employees by Cadre and Sector; 2023/24

Cadre	Government			Government Parastatal			Private		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
O01	14.9	5.3	11.3	4.6	1.9	3.8	6.1	4.4	5.4
O02	17.1	20.0	18.2	7.9	14.4	9.8	16.3	18.8	17.3
O03	21.2	18.4	20.2	41.2	76.3	51.5	20.2	32.0	25.1
O04	24.9	27.7	25.9	44.9	6.5	33.6	6.2	7.6	6.8
O05	3.6	1.0	2.6	0.2	0	0.1	20.5	18.9	19.8
O06	0	0	0	0	0	0	0.6	0.2	0.4
O07	3.1	0	1.9	0	0.5	0.1	7.3	5.0	6.3
O08	0.4	0.2	0.3	1.2	0	0.8	5.5	0.2	3.3
O09	14.9	27.3	19.5	0	0.5	0.1	17.3	12.7	15.4
Total Number	840	494	1,334	517	215	732	14,939	10,504	25,443

**Table 2. 4.2: Percentage Distribution of Total Employment by Industry, Sector and Sex;
2023/24**

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	3.6	1.7	2.5	0.2	0.2	0.2	2.2	1.2	1.9	2.5	1.4	2.0
B02	0	0	0	0	0	0	1.0	0.9	0.9	0.5	0.3	0.4
C03	0	0	0	2.2	2.9	2.4	8.9	2.3	6.4	4.9	1.0	3.0
D04	0	0	0	12.2	4.7	9.3	0	0	0	1.5	0.4	0.9
E05	7.7	4.9	6.0	13.2	3.6	9.5	0	0	0	4.4	3.1	3.7
F06	2.9	0.3	1.4	1.0	1.8	1.3	13.4	1.8	8.9	8.1	0.9	4.7
G07	1.3	0.2	0.7	1.6	1.3	1.5	4.1	3.3	3.8	2.8	1.4	2.1
H08	0	0	0	15.8	21.8	18.1	2.1	1.1	1.7	3.0	2.2	2.6
I09	0	0	0	0	0	0	43.7	41.3	42.8	22.7	14.6	18.8
J10	1.1	0.8	0.9	1.7	1.4	1.6	1.2	0.7	1.0	1.3	0.8	1.0
K11	0	0	0	6.6	7.9	7.1	1.4	1.5	1.4	1.5	1.2	1.3
L12	0	0	0	0.9	0.9	0.9	0.1	0	0.1	0.2	0.1	0.1
M13	3.0	2.2	2.5	8.7	12.0	9.9	0.3	0.5	0.4	2.3	2.4	2.3
N14	0	0	0	0	0	0	3.5	1.6	2.8	1.8	0.6	1.2
O15	32.6	18.8	24.5	26.1	30.7	27.9	0	0	0	14.9	13.1	14.1
P16	28.5	52.8	42.8	9.9	10.6	10.2	12.3	35.5	21.2	17.9	43.3	30.0
Q17	18.3	17.5	17.8	0	0	0	4.7	7.7	5.9	9.1	12.6	10.8
R18	0.9	0.8	0.9	0	0	0	0.5	0.1	0.4	0.6	0.5	0.6
S19	0	0	0	0	0	0	0.4	0.5	0.4	0.2	0.2	0.2
Total Number	15,786	22,498	38,284	5,224	3,206	8,430	22,619	14,097	36,716	43,629	39,801	83,430

Table 2. 5.2: Percentage Distribution of Total Employment by Industry, Types of Contract and Sex; 2023/24

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	36.9	23.2	60.1	0.3	0.3	0.6	29.0	10.3	39.3	66.2	33.8	100
B02	1.2	0.3	1.5	12.0	4.4	16.4	50.1	32.0	82.1	63.3	36.7	100
C03	7.0	4.2	11.2	20.7	4.3	25.0	56.2	7.6	63.7	83.9	16.1	100
D04	81.0	19.0	100	0	0	0	0	0	0	81.0	19.0	100
E05	43.4	32.1	75.5	17.4	7.1	24.5	0.0	0.0	0.0	60.9	39.1	100
F06	14.4	3.7	18.1	40.0	3.3	43.3	36.0	2.6	38.6	90.4	9.6	100
G07	27.1	10.7	37.9	30.2	15.8	46.0	11.2	4.9	16.1	68.6	31.4	100
H08	38.1	27.9	66.0	17.1	10.0	27.0	5.2	1.8	7.0	60.4	39.6	100
I09	8.6	4.5	13.1	51.6	30.3	82.0	2.7	2.2	4.9	62.9	37.1	100
J10	36.9	27.9	64.8	23.1	7.3	30.4	3.2	1.5	4.7	63.3	36.7	100
K11	43.4	30.2	73.6	11.1	10.6	21.7	4.3	0.4	4.7	58.8	41.2	100
L12	59.2	30.1	89.3	0	1.0	1.0	6.8	2.9	9.7	66.0	34.0	100
M13	45.6	41.7	87.2	5.3	6.7	12.0	0.6	0.2	0.7	51.5	48.5	100
N14	9.3	2.3	11.6	53.4	15.8	69.2	15.6	3.6	19.2	78.3	21.7	100
O15	51.2	42.9	94.1	4.3	1.6	5.9	0	0	0	55.5	44.5	100
P16	21.3	51.1	72.5	9.0	16.0	25.0	0.8	1.7	2.5	31.2	68.8	100
Q17	32.9	44.7	77.6	7.8	8.2	16.0	3.3	3.1	6.4	44.1	55.9	100
R18	32.2	39.7	71.9	19.6	4.1	23.7	4.4	0.0	4.4	56.2	43.8	100
S19	8.9	10.3	19.2	45.2	32.2	77.4	1.4	2.1	3.4	55.5	44.5	100
Total	26.8	32.1	58.9	19.5	13.4	33.0	6.0	2.2	8.2	52.3	47.7	100
Total Number	22,336	26,771	49,107	16,296	11,213	27,509	4,997	1,817	6,814	43,629	39,801	83,430

Table 2. 6.2: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2023/24 - Government

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	60.6	39.4	100	0	0	0	60.6	39.4	100
E05	40.1	39.3	79.3	12.2	8.5	20.7	52.2	47.8	100
F06	86.8	13.0	99.8	0.2	0.0	0.2	87.0	13.0	100
G07	79.3	20.7	100	0	0	0	79.3	20.7	100
J10	46.4	49.0	95.4	4.3	0.3	4.6	50.7	49.3	100
M13	44.9	44.6	89.6	4.3	6.1	10.4	49.3	50.7	100
O15	49.8	43.3	93.2	5.0	1.8	6.8	54.8	45.2	100
P16	27.3	72.1	99.4	0.2	0.4	0.6	27.5	72.5	100
Q17	42.3	57.7	99.97	0.01	0.01	0.03	42.3	57.7	100
R18	44.7	55.3	100	0	0	0	44.7	55.3	100
Total	39.0	57.5	96.5	2.2	1.3	3.5	41.2	58.8	100
Total Number	14,946	22,004	36,950	840	494	1,334	15,786	22,498	38,284

Table 2. 7.2: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2023/24 – Government Parastatal

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	47.1	41.2	88.2	5.9	5.9	11.8	0	0	0	52.9	47.1	100
C03	55.1	44.9	100	0	0	0	0	0	0	55.1	44.9	100
D04	81.0	19.0	100	0	0	0	0	0	0	81.0	19.0	100
E05	53.0	11.4	64.4	32.5	3.1	35.6	0	0	0	85.4	14.6	100
F06	45.9	54.1	100	0	0	0	0	0	0	45.9	54.1	100
G07	66.4	33.6	100	0	0	0	0	0	0	66.4	33.6	100
H08	41.8	35.5	77.3	9.4	8.2	17.6	3.0	2.2	5.2	54.2	45.8	100
J10	53.3	29.6	83.0	12.6	4.4	17.0	0	0	0	65.9	34.1	100
K11	52.4	39.5	92.0	5.4	2.7	8.0	0	0	0	57.8	42.2	100
L12	61.8	36.8	98.7	0	1.3	1.3	0	0	0	61.8	38.2	100
M13	53.1	45.3	98.4	1.0	0.6	1.6	0	0	0	54.1	45.9	100
O15	56.6	41.1	97.7	1.4	0.9	2.3	0	0	0	58.1	41.9	100
P16	57.8	37.9	95.7	2.5	1.9	4.3	0	0	0	60.2	39.8	100
Total	55.3	35.1	90.4	6.1	2.6	8.7	0.5	0.4	0.9	62.0	38.0	100
Total Number	4,661	2,958	7,619	517	215	732	46	33	79	5,224	3,206	8,430

Table 2. 8.2: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2023/24 – Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	3.8	0.3	4.1	0.6	0.6	1.2	70.0	24.7	94.7	74.4	25.6	100
B02	1.2	0.3	1.5	12.0	4.4	16.4	50.1	32.0	82.1	63.3	36.7	100
C03	2.8	0.6	3.5	22.5	4.7	27.2	61.1	8.3	69.3	86.4	13.6	100
E05	100	0	100	0	0	0	0	0	0	100	0	100
F06	1.7	0.5	2.2	47.8	3.9	51.7	43.0	3.1	46.1	92.5	7.5	100
G07	13.6	6.7	20.3	38.7	20.3	59.0	14.4	6.2	20.7	66.7	33.3	100
H08	29.4	9.8	39.3	35.4	14.2	49.5	10.3	0.9	11.2	75.1	24.9	100
I09	8.6	4.5	13.1	51.6	30.3	82.0	2.7	2.2	4.9	62.9	37.1	100
J10	22.4	7.9	30.3	44.2	14.7	58.9	7.4	3.4	10.8	73.9	26.1	100
K11	33.2	19.5	52.8	17.6	19.5	37.2	9.1	0.9	10.1	60.0	40.0	100
L12	51.9	11.1	63.0	0	0	0	25.9	11.1	37.0	77.8	22.2	100
M13	8.5	2.6	11.1	35.3	44.4	79.7	7.2	2.0	9.2	51.0	49.0	100
N14	9.3	2.3	11.6	53.4	15.8	69.2	15.6	3.6	19.2	78.3	21.7	100
O15	4.8	8.5	13.3	28.3	50.3	78.7	2.6	5.5	8.1	35.7	64.3	100
P16	3.3	3.3	6.6	32.6	34.0	66.6	13.7	13.1	26.8	49.7	50.3	100
Q17	0.8	0	0.8	69.2	14.6	83.8	15.4	0	15.4	85.4	14.6	100
R18	8.9	10.3	19.2	45.2	32.2	77.4	1.4	2.1	3.4	55.5	44.5	100
Total	7.4	4.9	12.4	40.7	28.6	69.3	13.5	4.9	18.3	61.6	38.4	100
Total Number	2,729	1,809	4,538	14,939	10,504	25,443	4,951	1,784	6,735	22,619	14,097	36,716

Table 3. 1.3: Number of Permanent Citizen Employees by Wage Group and Sex; 2023/24

Wage Group (TZS)	Male	Female	Total
Under 140,000	69	218	287
140,000 -199,999	52	90	142
200,000 - 299,999	211	196	407
300,000 - 399,999	3,235	2,954	6,189
400,000 - 499,999	2,036	3,092	5,128
500,000 - 599,999	2,502	2,917	5,419
600,000 - 699,999	2,065	2,648	4,713
700,000 +	12,099	14,605	26,704
Total	22,269	26,720	48,989

Table 3. 2.3: Number of Permanent Citizen Employees by Wage Group, Sector and Sex; 2023/24

Wage Group (TZS)	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 140,000	-	-	-	-	-	-	69	218	287	69	218	287
140,000 -199,999	-	-	-	-	-	-	52	90	142	52	90	142
200,000 - 299,999	-	-	-	-	-	-	211	196	407	211	196	407
300,000 - 399,999	2,080	2,251	4,331	53	39	92	1,102	664	1,766	3,235	2,954	6,189
400,000 - 499,999	1,573	2,842	4,415	110	75	185	353	175	528	2,036	3,092	5,128
500,000 - 599,999	2,107	2,677	4,784	160	101	261	235	139	374	2,502	2,917	5,419
600,000 - 699,999	1,445	2,350	3,795	462	220	682	158	78	236	2,065	2,648	4,713
700,000 +	7,741	11,884	19,625	3,876	2,523	6,399	482	198	680	12,099	14,605	26,704
Total	14,946	22,004	36,950	4,661	2,958	7,619	2,662	1,758	4,420	22,269	26,720	48,989

Table 3. 3.3: Number of Permanent Citizen Employees by Industry and Wage Group; 2023/24

Industry	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
A01	0	0	0	129	216	297	100	248	990
B02	0	0	3	1	0	0	0	1	5
C03	1	2	16	29	33	37	12	156	286
D04	0	0	0	0	0	0	118	670	788
E05	0	0	0	708	331	406	189	721	2,355
F06	0	0	0	228	65	181	91	146	711
G07	3	0	8	212	74	60	45	274	676
H08	1	5	17	73	57	23	176	1,069	1,421
I09	2	16	68	1,099	246	221	117	215	1,984
J10	1	0	2	34	46	38	58	379	558
K11	3	0	28	44	8	10	7	712	812
L12	0	0	0	0	5	5	6	76	92
M13	6	0	2	53	101	191	211	1,145	1,709
N14	20	0	65	7	12	6	1	7	118
O15	0	0	0	1,154	1,089	1,176	1,384	6,230	11,033
P16	245	110	192	1,219	1,895	1,810	1,297	11,357	18,125
Q17	5	9	6	1,159	892	880	854	3,163	6,968
R18	0	0	0	38	55	77	45	115	330
S19	0	0	0	2	3	1	2	20	28
Total	287	142	407	6,189	5,128	5,419	4,713	26,704	48,989

Table 3. 4.3: Number of Temporary Citizen Employees by Wage Group and Sex; 2023/24

Wage Group (TZS)	Male	Female	Total
Under 140,000	655	1,202	1,857
140,000 -199,999	288	786	1,074
200,000 - 299,999	1,082	1,382	2,464
300,000 - 399,999	7,563	4,622	12,185
400,000 - 499,999	2,650	1,464	4,114
500,000 - 599,999	1,298	534	1,832
600,000 - 699,999	789	410	1,199
700,000 +	1,491	579	2,070
Total	15,816	10,979	26,795

Table 3. 5.3: Number of Temporary Citizen Employees by Wage Group, Sector and Sex; 2023/24

Wage Group (TZS)	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 140,000	38	11	49	261	25	286	356	1,166	1,522	655	1,202	1,857
140,000 -199,999	21	5	26	-	1	1	267	780	1,047	288	786	1,074
200,000 - 299,999	71	23	94	2	2	4	1,009	1,357	2,366	1,082	1,382	2,464
300,000 - 399,999	537	275	812	135	127	262	6,891	4,220	11,111	7,563	4,622	12,185
400,000 - 499,999	17	38	55	33	18	51	2,600	1,408	4,008	2,650	1,464	4,114
500,000 - 599,999	49	48	97	7	2	9	1,242	484	1,726	1,298	534	1,832
600,000 - 699,999	22	16	38	5	1	6	762	393	1,155	789	410	1,199
700,000 +	73	33	106	68	30	98	1,350	516	1,866	1,491	579	2,070
Total	828	449	1,277	511	206	717	14,477	10,324	24,801	15,816	10,979	26,795

Table 3. 6.3: Number of Temporary Citizen Employees by Industry and Wage Group; 2023/24

Industry	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
A01	0	0	0	1	0	9	0	0	10
B02	0	2	32	18	3	1	0	0	56
C03	9	16	58	396	32	39	52	26	628
E05	286	0	87	302	7	82	0	0	764
F06	3	0	1	1,010	199	125	47	197	1,582
G07	25	26	91	470	98	48	23	31	812
H08	14	0	11	342	40	31	23	122	583
I09	175	124	309	6,768	2,744	940	649	753	12,462
J10	6	0	43	74	52	17	17	54	263
K11	27	6	5	22	16	9	75	84	244
L12	0	0	0	0	0	0	0	1	1
M13	2	8	15	102	49	16	13	30	235
N14	19	36	207	327	46	22	4	40	701
O15	49	21	5	378	29	10	35	108	635
P16	1,062	769	1,417	1,581	476	283	194	401	6,183
Q17	162	46	171	334	308	173	65	161	1,420
R18	11	20	12	41	12	7	0	0	103
S19	7	0	0	19	3	20	2	62	113
Total	1,857	1,074	2,464	12,185	4,114	1,832	1,199	2,070	26,795

Table 5.1.5: Composition of Annual Wage bill by Sector; 2023/24**(TZS Million)**

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	396,022	2,560	61,802	460,384
Government Parastatal	131,874	2,588	32,575	167,037
Private	211,986	14,939	38,556	265,481
Total	739,881	20,087	132,933	892,902

Table 5.2.5: Composition of Annual Wage Bill by Industry and Types of Contract; 2023/24
(TZS Million)

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
A01	22,457.7	37.1	1,094.3	30.6	411.7	24,031.5
B02	31.6	166.8	734.8	2.7	0.9	936.7
C03	3,077.8	3,061.7	4,816.6	109.2	1,592.1	12,657.5
D04	9,955.1	-	-	426.5	1,448.3	11,829.8
E05	18,934.0	2,748.4	-	774.3	3,517.9	25,974.5
F06	5,828.1	11,953.9	5,296.7	840.9	5,978.1	29,897.7
G07	6,864.4	3,500.2	927.9	351.5	2,472.3	14,116.2
H08	17,551.1	4,663.5	4,050.2	381.8	6,154.9	32,801.6
I09	18,458.4	87,313.5	2,819.8	11,577.2	20,862.3	141,031.2
J10	8,324.6	2,474.6	57.4	209.3	4,336.8	15,402.6
K11	14,970.6	2,660.8	102.8	775.1	6,951.6	25,460.9
L12	1,351.1	55.0	36.4	22.0	240.4	1,705.0
M13	23,863.8	1,441.9	30.4	294.5	6,126.9	31,757.4
N14	421.2	2,769.1	774.3	322.1	699.2	4,985.8
O15	143,658.9	5,653.5	-	2,252.6	35,706.4	187,271.5
P16	185,467.6	29,414.2	1,011.9	998.8	25,952.7	242,845.4
Q17	59,327.7	8,965.0	1,517.0	580.2	9,312.7	79,702.5
R18	6,284.2	522.6	102.0	124.5	696.3	7,729.7
S19	262.3	2,008.2	8.4	13.5	472.1	2,764.5
Total	547,090.0	169,410.1	23,381.0	20,087.4	132,933.5	892,901.9

Table 7. 1.7: Distribution of New Employees by Sector and Sex; 2022/23 and 2023/24

Sector	2023/24			2022/23		
	Male	Female	Total	Male	Female	Total
Government	24.6	37.5	31.4	34.6	58.9	46.6
Government Parastatal	10.6	4.0	7.2	2.6	1.6	2.1
Private	64.8	58.5	61.5	62.8	39.5	51.3
Total number	1,881	2,054	3,931	1,978	1,933	3,911

Table 7. 2.7: Number of New Employees by Type of Contract and Sex; 2023/24

Type of Contract	Male	Female	Total
Permanent	774	938	1,712
Specific task	562	542	1,104
Fixed term	545	574	1,115
Total number	1,881	2,054	3,931

Appendix 2: Note Code

Industry Note Code

A01- Agriculture, forestry and fishing

B02- Mining and Quarrying

C03- Manufacturing

D04- Electricity, gas, steam and air conditioning supply

E05 - Water supply; sewerage, waste management and remediation activities

F06 - Construction

G07 - Wholesale and retail trade; repair of motor vehicles and motorcycles

H08 -Transportation and storage

I09 - Accommodation and food services activities

J10 - Information and communication

K11 - Financial and insurance activities

L12 - Real estate activities

M13 - Professional, Scientific and technical activities

N14 - Administrative and support service activities

O15 - Public administration and defense; compulsory social security

P16 - Education

Q17 - Human health and social work activity

R18 - Art, entertainment and recreation

S19 - Other service activities

Cadre/Occupation Note Code

O01 - Legislators, Administrators and Managers

O02 - Professionals

O03 - Technicians and Associate Professionals

O04 - Clerks

O05 - Service Workers and Shop Sales Workers

O06 - Skilled Agricultural and Fishery Workers

O07 - Craft and Related Workers

O08 - Plant and Machine Operators and Assemblers

O09 - Elementary Occupations

Appendix 3: Industrial Classification

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

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

A: Agriculture, Forestry and Fishing

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

B: Mining and Quarrying

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

C: Manufacturing

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

D: Electricity, gas, steam and air conditioning supply

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

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

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

F: Construction

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

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

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

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

H: Transportation and storage

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

I: Accommodation and food service activities

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

J: Information and communication

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

K: Financial and insurance activities

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

L: Real estate activities

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

M: Professional, scientific and technical activities

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

N: Administrative and support service activities

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

O: Public administration and defence; compulsory social security

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

P: Education

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

Q: Human health and social work activities

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

R: Arts, entertainment and recreation

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

S: Other service activities

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

U: Activities of extraterritorial organizations and bodies

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

Appendix 4: Persons Involved in 2023/24 FSEES

Project Management Coordinator

Salum Kassim Ali

Fahima Mohammed Issa

Abdalla Khamis Abdalla

Said Mohammed Said

Project Coordinator

Sabina Raphael Daima

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Abdulkadir Haroun Ramadhan

Nadya Mohd Omar

Ali Haji Khamis

Maryam Khatib Haji

Ismail Ali Suleiman

Safia Hussein Bakar

Mtumwa Makame Vuai

Nurdin Hassan Haji

Kauthar Jabir Mzee

Ahlam Mwalim Nassor

Harith Ally Masoud

Othman Makame Haji

Hemed Uhuru Hemed

Sharifa Mwinchande Abdallah

Ramadhan Haji Ame

Khamis Hamad Omar

Amina Bakar Juma

Maryam Mfaki Yussuf

Sleyum Maulid Abdi

Maryam Said Mohammed

Appendix 5: Questionnaire

CONFIDENTIAL	
 United Republic of Tanzania 2023/24 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	
CODES 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	10: ADDRESS OF ESTABLISHMENT 10.1: Post Office Box Number & Location (e.g 465 Njombe)..... 10.2: TELEPHONE/MOBILE PHONE 10.3: FAX 10.4: EMAIL <input style="width: 40px; height: 20px;" type="checkbox"/> End of the interview
 	

SECTION B: INFORMATION OF THE ESTABLISHMENT**1. Total number of Employees by Type of Contract, Age Group and Sex as of 30th June 2024.**

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 2024

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 2024

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 week 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 Establishment7.1: 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 2024						
C1: EMPLOYEES WITH PERMANENT CONTRACT						
(i) Tanzania Citizens Employees						
Sex	Number of Employees with Permanent Contract as on 30th June 2024		Gross Earnings as on June, 2024 (TZS)		Basic Salary as on June 2024	
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 2024		Gross Earnings as on June, 2024 (TZS)		Basic Salary as on June 2024	
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 2024		Gross Earnings as on June, 2024 (TZS)		Basic Salary as on June 2024	
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 2024		Gross Earnings as on June, 2024 (TZS)		Basic Salary as on June 2024	
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	11	21	31			
Professionals	02	12	22	32			
Technicians and Associate Professionals	03	13	23	33			
Clerks	04	14	24	34			
Service workers and shop sales workers	05	15	25	35			
Skilled Agricultural and Fishery Workers	06	16	26	36			
Craft and related workers	07	17	27	37			
Plant and Machine Operators and Assemblers	08	18	28	38			
Elementary occupations	09	19	29	39			
Total	10	20	30	40			
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	41	51	61	71			
Professionals	42	52	62	72			
Technicians and Associate Professionals	43	53	63	73			
Clerks	44	54	64	74			
Service workers and shop sales workers	45	55	65	75			
Skilled Agricultural and Fishery Workers	46	56	66	76			
Craft and related workers	47	57	67	77			
Plant and Machine Operators and Assemblers	48	58	68	78			
Elementary occupations	49	59	69	79			
Total	50	60	70	80			
NOTE: Total number of employees should be the same as Section C(ii)							
iii) Please, list all specific skills needed in your institutions, _____							

SECTION F: CASUAL WORKERS							
Sex	Number of Casual Workers Employed as on 30th June 2024		Total Person - Days Worked During June, 2024		Total Cash Earnings for the Month of June 2024		Monthly Average Earnings for the Month of June, 2024
(a)	(b)	(c)	(d)	(e) = (d)/(b)			
Male	01		02		03		4
Female	05		06		07		8
Total	09		10		11		12

SECTION G: OTHER BENEFITS PAID TO EMPLOYEES (July 2023 to June 2024).							
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 2023 to June 2024)						
Occupational Injury Indicator	Employees with Permanent Contract		Employees with Temporary Contract (Specific & Fixed term)		Casual employee	
	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, 2023 to 30th JUNE, 2024											
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											
#											

SECTION J: CURRENT JOB VACANCIES (AS OF 30th June 2024)									
1. Type of Occupation Available as of 30th June, 2024	(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 Vocation 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 Constrains.....3 Migration/Resign or Terminated....4 Retirement/Death.....5 New Vacancy.....6 Other (Specify).....7	6. Required work experience Not required1 1 to 2 years.....2 3 to 4 years.....3 5 years and above .4	7. Sex Preference Male1 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			TASCO CODE				2. Number of Vacancies		
(WRITE IN FULL)									
Example: Accountant, Secondary School Teacher							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 2023 TO JUNE 2024				
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	

