



EMPLOYMENT AND EARNINGS SURVEY 2008/09

ANALYTICAL REPORT

April, 2011

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Abbreviations

| | |
|------|--------------------------------------------------|
| EES | Employment and Earnings Survey |
| GDP | Gross Domestic Product |
| ISIC | International Standard Industrial Classification |
| NSSF | National Social Security Fund |
| OCGS | Office of Chief Government Statistician |
| PPF | Parastatal Pension Fund |
| TAS | Tanzania Shilling |
| UN | United Nations |
| ZSSF | Zanzibar Social Security Fund |

FOREWORD

The 2009 Annual Employment and Earnings Survey report is a series of the publications of its kind produced by the Office of Chief Government Statistician. The latest employment and earnings survey report was published in 1996; thereafter data were collected annually although reports were not published. Low coverage of the survey in the recent past was among the reasons for failure to bring out the publications. Since the year 2004, information on employment and earnings has been improved and are made available at the Office. This report provides the basis of information on employment and earnings which cover all Government Ministries, Parastatals, and Private institutions engaging five or more employees. The survey excludes private establishments of employment size less than five, servants in private households, non-salaried working proprietors, and non-salaried family workers.

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

This report is the product of the efforts made by staff from Labour Statistics Unit under the Social Statistics Section and IT unit of the statistics service section. Special thanks should go to those institutions which provided the required information as well as to all stakeholders who contributed in making this report a success.

The Office of Chief Government Statistician invites constructive comments and contributions for further improvement of this report. Comments should be directed to The Chief Government Statistician, Office of Chief Government Statistician, P.O. Box 2321, Zanzibar, zanstat@zanlink.com or labour@ocgs.go.tz

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EXECUTIVE SUMMARY

Employment and Earnings Survey is an annual conducted by the Office of Chief Government Statistician, Labour Statistics Unit under Social Statistics Section. The main objective of the survey is to provide information on employment and earnings which could be used for planning, policy formulation, and in decision-making processes. The survey collects information on employees, such as number and categories of employees, earnings, and allowances paid to employees.

This report illustrates the methods and findings of the survey. It consists of five chapters, namely; Methodology, Employment, Cash Earnings, Wage and Wage bill which collectively illustrate the whole representation of the survey.

Key findings

Total employment was 47,548 out of whom 28,934 (60.9 percent) were males and 18,614 (39.1percent) were females. Two-thirds (31,196 employees) were engaged in Government sector, a quarter (11,898 employees) in Private sector, and 4,454 (9 percent) in Parastatals.

Classification by terms of employment suggests that 85.8 percent (40,669 employees) were regular. Contractual and casual employees comprised 7.9 percent (3,869 employees) and 6.3 percent (3,010 employees), respectively. Non citizen employees account for less than one percent of total employment.

Employment by industry shows that a quarter (26 percent) of employees were engaged in Education sector and one-fifth (20 percent) were in Public administration. The industry with the least number of employees was Mining and Quarrying which has less than one percent of total employment.

The average monthly salary of employees was TAS 140,441 per month. The average monthly salary of Parastatal employees was observed to be TAS 314,841 which is about three times that of Government employees (TAS 109,394). Gender disparities in employment suggest the presence of more male employees in all sectors, except in health and education and generally males earn more than females.

CHAPTER ONE: METHODOLOGY

1.1 Introduction

Employment and Earnings Survey (EES) is an annual survey conducted by the Office of Chief Government Statistician (OCGS) through its Labour Statistics Unit. Data collection covers all public and parastatal establishments as well as all registered private establishments which engaged five or more employees. The survey excludes private establishments of employment size less than five, servants in private households, non-salaried working proprietors, and non-salaried family workers.

1.2 Objective of the Survey

The main objective of EES is to obtain comprehensive data on the annual status of Employment and Earnings as well as data on the socio-economic characteristics of the Labour Market.

1.3 Concepts and Definitions

(i) The Scope

The term scope as far as EES is concerned refers to the description of the types of establishments and geographical areas covered by the survey, in accordance with the International Standard Industrial Classification (ISIC) Version 3 of the standard definitions and classification.

(ii) Employee/Worker

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

(iii) Regular Employee

The terms Regular Employee refers to all regular and temporary employees who have been employed on a weekly or monthly basis for more than Casual Workers one month.

(iv) Casual Workers

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

(v) Wage Rate

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

(vi) Cash Earnings

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

(vii) Annual Wage-Bill

The term **Annual Wage-Bill** refers to gross cash remuneration accrued as earnings of employee and actual cost of free ration paid by employers in respect of their employees. The costs represent workers claim 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

1.4 Types of Benefits involved in the Survey

Employers were required to supply information on the number of employees who receive the respective benefits and the amount of cash paid as a net cost to employer for those benefits. The following are the various types of benefits incorporated in the questionnaire.

(i) Free Ration

The term Free Ration refers to the employer's meal facilities supplied to employee free of charge or the amount of cash the employer pays to employee as meal allowances.

(ii) Housing Allowance

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

(iii) Paid Leave

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

(iv) Social Security Fund

The term Social Security Fund refers to the contributions by the employee to the Zanzibar Social Security Fund (ZSSF), National Social Security Fund (NSSF), Parastatal Pension Fund (PPF) and other social security schemes of this nature organized by the establishment for the benefit of employees.

1.5 Sector Classification

For purpose of EES, the Labour economy is divided into the following three principal sectors:-

- a) Public
- b) Parastatals, and
- c) Private

1.6 Industrial Classification

The Standard Industrial Classification is based on the United Nations (U.N) International Standard Industrial Classification of all Economic Activities (ISIC) Revision 3 modified to suit circumstances pertaining to Tanzania. The establishment engaged in several activities was classified under industrial activity in which the workers were employed. The Government technical services were allocated as far as possible to the industry of the employing department. The major industrial divisions according to ISIC Revision 3 are:-

i. Agriculture, Hunting and Forestry

The term Agriculture includes all establishments engaged primary in crop husbandry, livestock, forestry including estates engaged in both growing and processing crops such as sisal or sugar. Agricultural, forestry and game propagation services (not veterinary services that are included in community) provided by public services are also included in this industry.

ii. Fishing

The term fishing includes ocean and coastal fishing, fishing in land water, fish hatcheries cultivated beds and fishery service activities.

iii. Mining and Quarrying

The term Mining and Quarrying includes all establishment engaged in mining, alluvial digging and quarrying.

iv. Manufacturing

The term **Manufacturing** includes all establishments engaged in the production, making, assembling or repair of any article or thing but excluding agricultural processing activities undertaken on estates. Thus coffee growing and pulping, wattle growing up to the extraction of barks, sugar cane growing and pulping, wattle growing up to the extraction of barks, sugar cane growing with the processing of jiggery by simple methods, tea growing up to the harvest and drying of leaves, sisal growing with the decortications of leaves is excluded, but further processing of these products are included.

v. Electricity, Gas and Water Supply

These include production, collection and distribution of electricity, manufacture of gas, distribution of water and water engineering services.

vi. Construction

The term Construction includes all establishment engaged in construction, repair and maintenance of roads, building and other works. This includes demolition or wrecking of buildings and other structures, clearing of building site and sale of materials from demolished structure. Other activities include blasting, test drilling, landfill leveling, earth-moving, excavating land drainage and other land preparation. Also includes tunneling, overburden removal and other development and preparation of mineral properties and sites, except oil and gas site.

vii. Wholesale and Retail Trade

This includes all establishments engaged in the wholesale and retail trade activities, repair of motor vehicles, motorcycles and personal household goods.

viii. Hotels and Restaurants

This covers all hotels, camping sites and other provision of short-term stay accommodation and restaurants, bars and canteens.

ix. Transport and Communications

The term Transport and Communication include all establishments engaged in street vending, clearing and forwarding, and air transport as well as storing and warehousing allied to transport.

x. Finance Intermediation

The term Finance includes all establishments engaged in banking, insurance, bureau de change, insurance and pension funding, and activities auxiliary to financial intermediation.

xi Real States, Renting and Business Activities

This includes real estate activities with own or leased property, fee or contract basis, renting of transport equipment, resting of personal and household goods, hardware and software consultancy, data processing and data base activities, maintenance and repair of office, accounting and computing machinery, researchers and other business activities.

xi. Public Administration

xii.

This includes administration of the state and economic and social policy of the community, provision of services to the community as whole and compulsory social security activities.

xiii. Education

This includes public as well as private education of all types, provided by institutions as well as by private teachers, as a full time education or a part time on intensive basis.

xiv. Health and Social Work

The term Health and social work includes human health activities, veterinary activities and social work with and without accommodation.

xv. Other community, social and personal service activities

This includes sewage and refuse disposal, sanitation and similar activities

CHAPTER TWO: EMPLOYMENT

2.0: Introduction

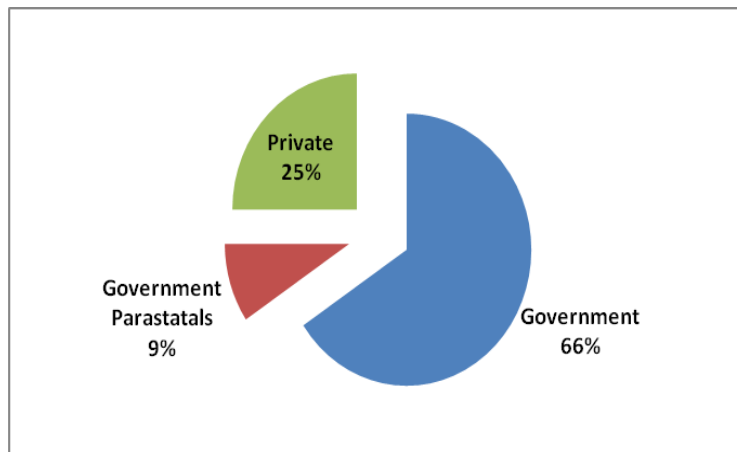
This chapter presents findings on total employment of Zanzibar and the distribution of employees by industry. Analysis is based on sectors, namely Government, Government Parastatals and Private sector according to ISIC Revision 3. The chapter also discusses total number of employees by industry, employment terms and citizenship. The survey result shows that, a total of 47,548 employees were employed in all three sectors (government, government parastatals and private sector).

Table 2.1 and Figure 2.1 show the distribution of employees by sector. The results revealed 66 percent (31,196 employees) were engaged in government sector, 25 percent (11,898 employees) were in private sector and 9 percent (4,454 employees) were in government parastatals. More males were employed in all sectors (60.9 percent) compared to their females counterparts (39.1 percent)

Table 2.1: Composition of Total Employment by Sector and Sex.

| Sector | Sex | | |
|------------------------|-------------|-------------|--------------|
| | Male | Female | Total |
| Government | 36.3 | 29.4 | 65.6 |
| Government Parastatals | 7.3 | 2.1 | 9.4 |
| Private | 17.3 | 7.7 | 25.0 |
| Total | 60.9 | 39.1 | 100.0 |

Figure 2.1: Percentage of Employees by Sector



The distribution in composition of employees by sex (Fig 2.2) suggests an excess of males compared to females in all sectors. This excess is slightly lower in government sector, with 45 percent females compared to 55 percent of males. It was higher in Parastatals and Private sectors. Government parastatals have only 22 percent females among her employees while the private sector has 31 percent females among its employees.

Figure 2.2: Percentage Distribution of employees by Sector and Sex.

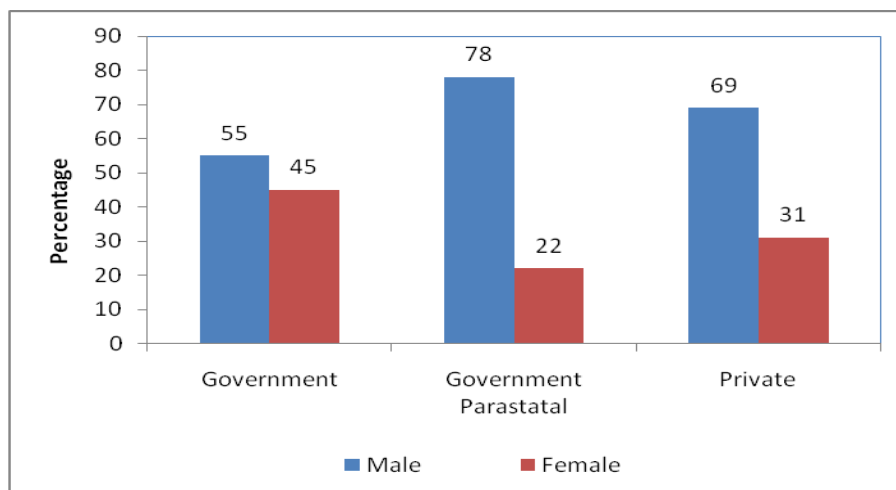


Table 2.2 presents composition of the total employment by sector, terms of employment and sex. The data shows that, 85.8 percent (40,787 employees) were regular employees, 7.9 percent (3,751 employees) were employed in contract basis and 6.1 percent (3,010 employees) were casual workers. More males engaged in all employment terms (regular, contract and casual) compared to females with higher (51.6 percent) of regular employees.

Table 2.2: Composition of Total Employment by Sector, Employment Terms and Sex.

| Sector | Regular | | | Contract | | | Casual | | | Total | | |
|------------------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|-------------|-------------|------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 35.1 | 28.4 | 63.5 | 0.5 | 0.1 | 0.6 | 0.7 | 0.8 | 1.5 | 36.3 | 29.4 | 65.6 |
| Government Parastatals | 5.9 | 1.6 | 7.5 | 0.1 | 0.0 | 0.1 | 1.3 | 0.5 | 1.8 | 7.3 | 2.1 | 9.4 |
| Private | 10.6 | 4.2 | 14.8 | 4.3 | 2.8 | 7.2 | 2.3 | 0.7 | 3.0 | 17.3 | 7.7 | 25.0 |
| Total | 51.6 | 34.2 | 85.8 | 4.9 | 3.0 | 7.9 | 4.3 | 2.0 | 6.3 | 60.9 | 39.1 | 100 |

The distribution of total employment by employment term are portrays in Figure 2.3. Among the regular employees, shares of Government, Parastatals, and Private sectors were 74.0, 8.7, and 17.3 percent, respectively. Respective shares for employees engaged on contractual basis were 7.6, 1.4 and 91.0 percent. More contract and Casual workers were engaged private sector.

Figure 2.3: Percentage Distribution of Employees by Sectors and Employment Terms.

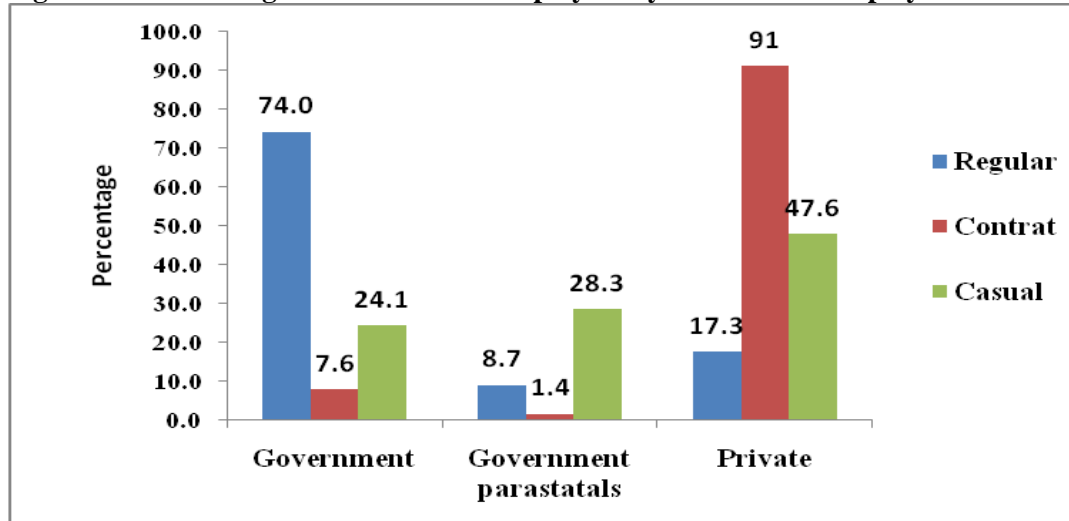


Figure 2.4 shows the distribution of employment by individual sectors and employment terms. In the Government sector 96.8 percent (30,186 employees) were regular, 0.9 percent (286 employees) works on contractual basis and 2.4 percent (724 employees) were casual workers.

In Government Parastatals, 79.7 percent (3,551) were engaged as regular workers, only one percent working on contact basis and 19.1 percent were casual workers while in private sectors 59.3 percent of the employees were engaged as regular workers, 12.1 percent as casual, and the remaining are working by contract basis.

Figure 2.4: Percentage Distribution of Employees by Individuals Sectors by Employment Terms.

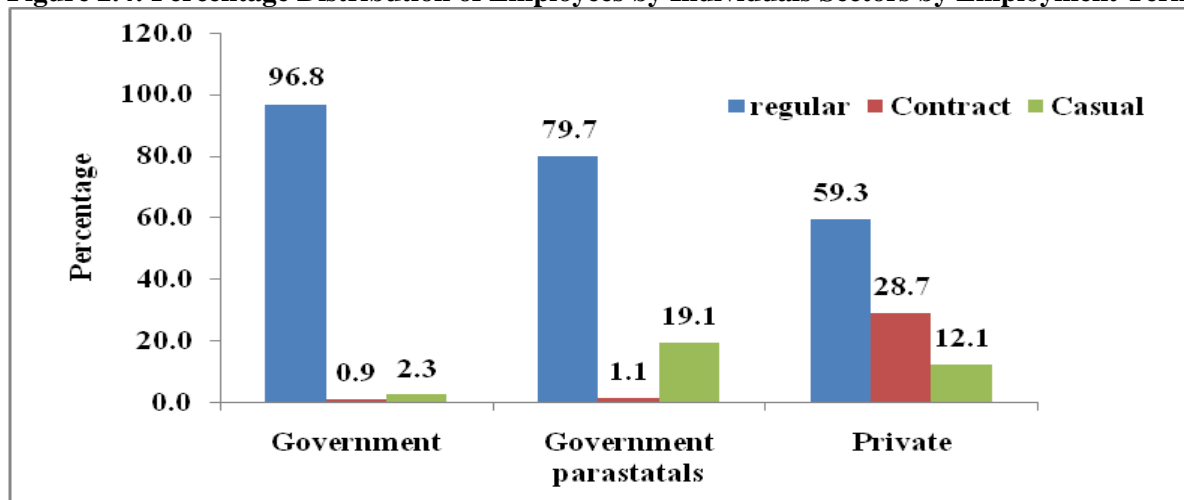


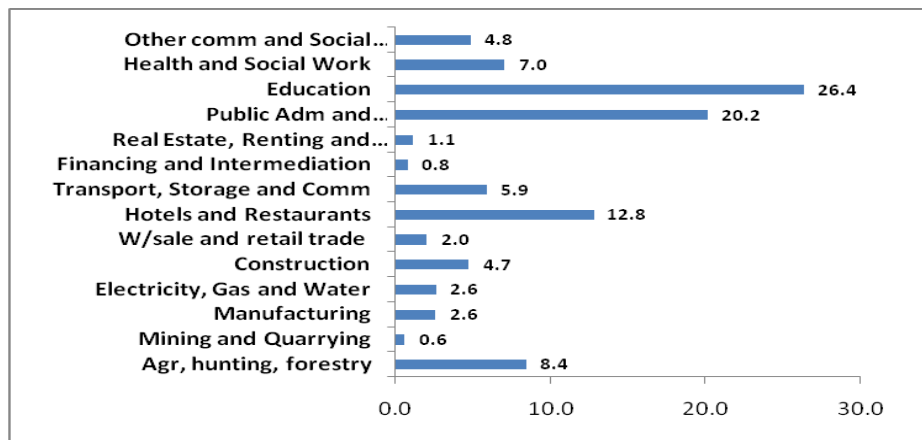
Table 2.3 and Figure 2.5 present the distribution of size of employment by industry. The leading industry (i.e. with many employees) is Education which has engaged 26.4 percent of total employment. Other industries with high number of workers were Public administration (20.2 percent) and Hotels and Restaurants (12.8 percent). The industries with low levels of employment were mining and quarrying and financial intermediation services, which engaged less than one percent of employees each.

Following the definition used in this survey, there is no formal establishment engaged in fishing industry.

Table 2.3: Percentage Distribution of Employees by Industry and Sex.

| Industry | Sex | | |
|------------------------------------------------------------------|--------------|--------------|--------------|
| | Male | Female | Total |
| Agriculture, hunting and forestry | 8.4 | 8.4 | 8.4 |
| Fishing | - | - | - |
| Mining and Quarrying | 0.9 | 0.1 | 0.6 |
| Manufacturing | 3.2 | 1.5 | 2.6 |
| Electricity, Gas and Water Supply | 3.9 | 0.6 | 2.6 |
| Construction | 6.8 | 1.5 | 4.7 |
| Wholesale and Retail Trade | 2.7 | 0.9 | 2.0 |
| Hotels and Restaurants | 14 | 11 | 12.8 |
| Transport, Storage and Communication | 8.0 | 2.7 | 5.9 |
| Financing and Intermediation | 0.8 | 0.7 | 0.8 |
| Real Estate, Renting and Business Activity | 1.2 | 1.0 | 1.1 |
| Public Administration and Defence, Compulsory Social Security | 22.1 | 17.3 | 20.2 |
| Education | 18.5 | 38.7 | 26.4 |
| Health and Social Work | 5.3 | 9.7 | 7.0 |
| Other community and Social Personal Activity | 4.1 | 6.0 | 4.8 |
| Total | 100.0 | 100.0 | 100.0 |

Figure 2.5: Percentage Distribution of employees by Industry.



Sex differentials suggest that, females are more likely to be engaged in education and health industries compared to males. All other industries employ more males than females. The proportion of females in education is 57.4 percent compared to 42.6 percent of their male

counterparts; whereas in health and social work industry, more than half of their employees were females (54.2 percent) .The small proportion of females observed in mining and quarrying and electricity, gas and water whereas the share for females was only eight percent each.

Figure 2.6: Percentage Distribution of employees by Industry and Sex.

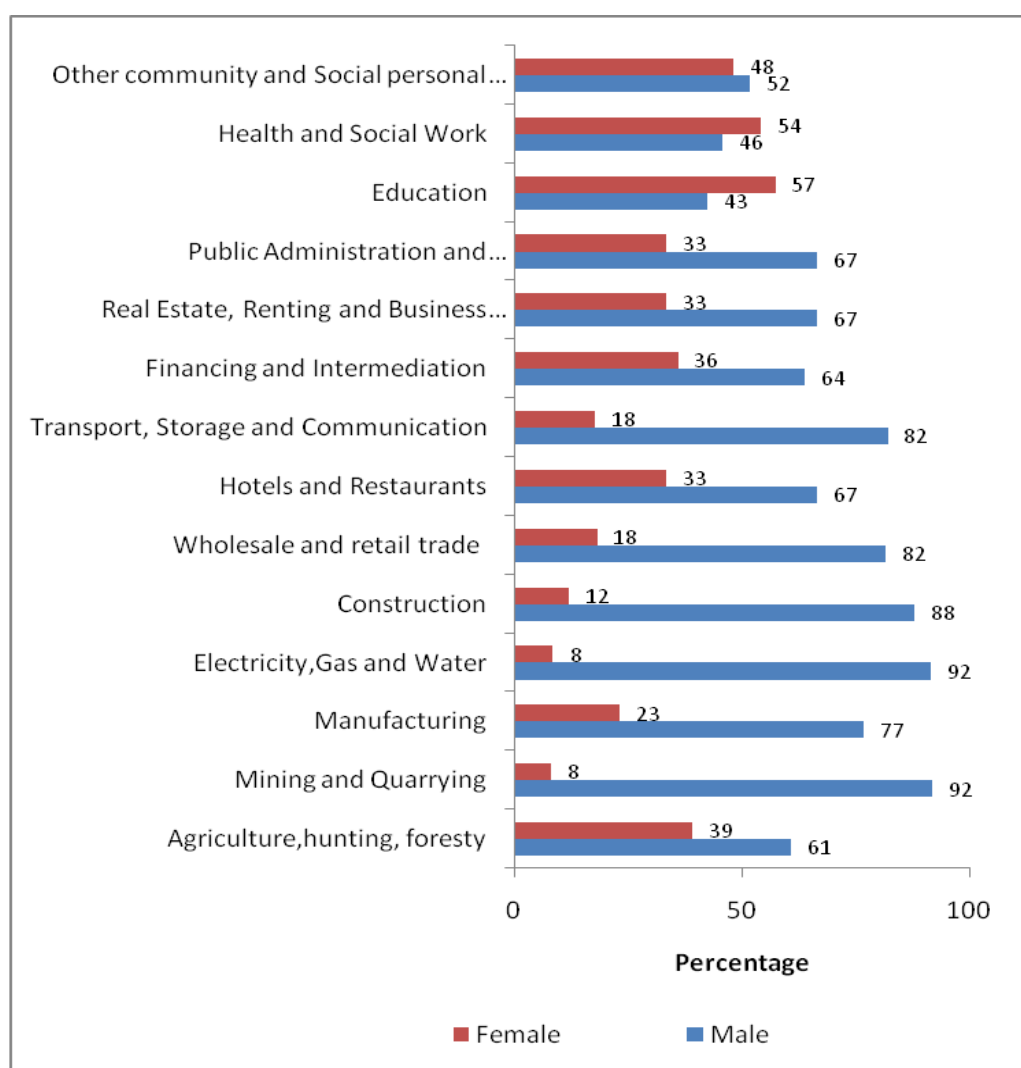


Table 2.4 portrays the composition of employees by industry and employment terms. The finding shows that, 85.8 percent (40,787 employees) of the total employees were regular paid; out of which 51.6 percent (24,543 employees) were males and 34.2 percent (16,244 employees) were female employees.

Eight percent (3,751 employees) were employed in contract basis; of whom about five percent (2,344 employees) were males and three percent (1,407 employees) were females. Hotels and

Restaurants contributed more than 50 percent of total employees engaged in contract basis. This is due to the fact that most of hotel workers were not regular employees; they normally sign new contract every year. Casual workers account for six percent (3,010 employees), of whom four percent (2,047 employees) were males and two percent (963 employees) were females.

Table 2.4: Composition of Total Employment by Industry, Employment Status and Sex.

| Industry | Regular | | | Contract | | | Casual | | | Total | | |
|---------------------------------------------------------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|-------------|-------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, hunting and forestry | 4.4 | 2.2 | 6.6 | 0.5 | 1.0 | 1.5 | 0.2 | 0.1 | 0.4 | 5.1 | 3.3 | 8.4 |
| Fishing | - | - | - | - | - | - | - | - | - | - | - | - |
| Mining and Quarrying | 0.4 | 0.0 | 0.4 | - | - | - | 0.1 | 0.0 | 0.2 | 0.5 | 0.0 | 0.6 |
| Manufacturing | 0.8 | 0.3 | 1.1 | 0.2 | 0.1 | 0.3 | 1.0 | 0.2 | 1.2 | 2.0 | 0.6 | 2.6 |
| Electricity, Gas and Water | 2.4 | 0.2 | 2.6 | 0.0 | - | 0.0 | 0.0 | - | 0.0 | 2.4 | 0.2 | 2.6 |
| Construction | 4.0 | 0.6 | 4.5 | - | - | - | 0.2 | 0.0 | 0.2 | 4.2 | 0.6 | 4.7 |
| Wholesale and Retail Trade | 1.3 | 0.4 | 1.6 | 0.1 | 0.0 | 0.2 | 0.3 | 0.0 | 0.3 | 1.7 | 0.4 | 2.0 |
| Hotels and Restaurants | 5.2 | 2.4 | 7.6 | 2.6 | 1.5 | 4.2 | 0.7 | 0.4 | 1.1 | 8.5 | 4.3 | 12.8 |
| Transport, Storage and Communication | 3.7 | 0.8 | 4.5 | 0.2 | 0.0 | 0.2 | 1.0 | 0.3 | 1.3 | 4.8 | 1.1 | 5.9 |
| Financing and Intermediation | 0.5 | 0.2 | 0.7 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.5 | 0.3 | 0.8 |
| Real Estate, Renting and Business Activity | 0.7 | 0.4 | 1.1 | 0.0 | 0.0 | 0.1 | 0.0 | - | 0.0 | 0.8 | 0.4 | 1.1 |
| Public Administration and Defence, Compulsory Social Security | 12.2 | 6.4 | 18.7 | 0.9 | 0.1 | 1.1 | 0.3 | 0.2 | 0.5 | 13.4 | 6.8 | 20.2 |
| Education | 10.7 | 14.5 | 25.2 | 0.1 | 0.1 | 0.2 | 0.4 | 0.5 | 0.9 | 11.2 | 15.1 | 26.4 |
| Health and Social Work | 3.0 | 3.7 | 6.7 | 0.1 | 0.1 | 0.2 | 0.1 | 0.1 | 0.1 | 3.2 | 3.8 | 7.0 |
| Other community and Social personal Activity | 2.4 | 2.1 | 4.5 | 0.0 | 0.0 | 0.0 | 0.1 | 0.2 | 0.3 | 2.5 | 2.3 | 4.8 |
| Total | 51.6 | 34.2 | 85.8 | 4.9 | 3.0 | 7.9 | 4.3 | 2.0 | 6.3 | 60.9 | 39.1 | 100.0 |

The distribution of employment (Figure 2.7) shows that on average 60.9 percent of total employees were males and 39.1 percent were females. The tendency observed that, there are slight differences in employment of females by employment terms, where 39.8, 37.5 and 32.0 percent were regular, contractual and casual workers female employees respectively.

Figure 2.7: Percentage Distribution of Employment by Employment Terms and Sex.

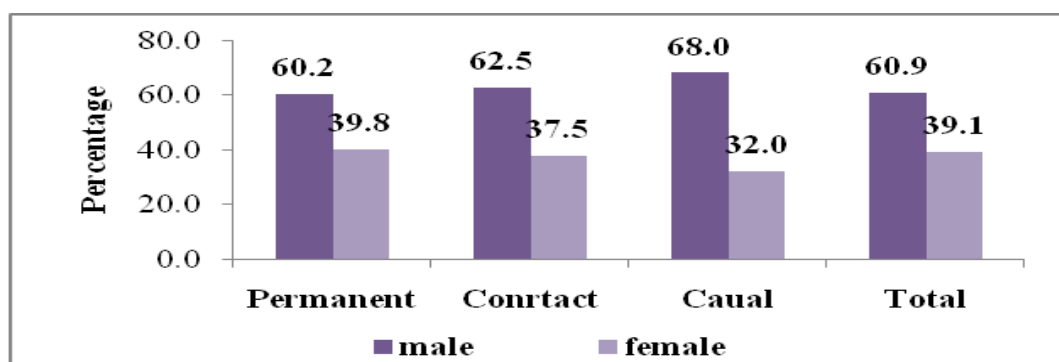


Table 2.5 examine the contribution of employees engaged in each industry by sector. Giving the impression on industry and sector, the data shows that, more than 70 percent of employees who were engaged in Agriculture, Hunting and Forestry; Mining and Quarrying; Construction; Real Estate, Renting and Business Activity; Public Administration; Education; Health and Social Work; Other Community and Social personal Activity; working in Government sectors. It was observed that, 100 percent of workers dealing with Electricity, Gas and Water are employed by Government Parastatals. This industry consists of Water Authority and State Fuel and Power establishment.

Table 2.5: Percentage Distribution of Employees by Industry, Sector.

| Industry | Government | Government Parastatals | Private | Total Percent |
|---------------------------------------------------------------|------------|------------------------|---------|---------------|
| Agriculture, hunting and forestry | 77.7 | 0 | 22.3 | 100.0 |
| Fishing | 0 | 0 | 0 | 0.0 |
| Mining and Quarrying | 71.7 | 0 | 28.3 | 100.0 |
| Manufacturing | 11 | 9.3 | 79.6 | 100.0 |
| Electricity, Gas and Water | 0 | 100 | 0 | 100.0 |
| Construction | 81.6 | 0 | 18.4 | 100.0 |
| Wholesale and retail trade | 5.6 | 41.9 | 52.5 | 100.0 |
| Hotels and Restaurants | 2.4 | 0 | 97.6 | 100.0 |
| Transport, Storage and Communication | 0 | 52.5 | 47.5 | 100.0 |
| Financing and Intermediation | 0 | 79.8 | 20.2 | 100.0 |
| Real Estate, Renting and Business Activity | 90.1 | 0 | 9.9 | 100.0 |
| Public Administration and Defence, Compulsory Social Security | 87.9 | 6.7 | 5.4 | 100.0 |
| Education | 92.3 | 2.1 | 5.5 | 100.0 |
| Health and Social Work | 92 | 0 | 8 | 100.0 |
| Other community and Social personal Activity | 92.4 | 0.9 | 6.7 | 100.0 |

Table 2.6 present the distribution of Employment by industry and sector. The results show that, education engaged 26.4 percent (12,541 employees) followed by Public Administration and Defence, Compulsory Social Security 20.2 percent (9,605 employees). Mining and Quarrying and Financing and Intermediation Real Estate, Renting and Business Activity had the lowest employment 0.6 and 1.1 percent respectively.

In private sector, Hotels and Restaurants industry had 49.9 percent (5,941 employees) with more than half (53.6 percent) females compared to 48.3 percent of male's counterparts. While, in a Government sector, Education and Public Administration and Defence, Compulsory Social Security had the highest 37.1 percent (11,581 employees) and 27.1 percent (8,444 employees) respectively. More females reported to be engaged in education industry in a Government sector.

Table 2.6: Percentage Distribution of Employment by Industry, Sector and Sex.

| Industry | Government | | | Government Parastatals | | | Private | | | All Sectors | | |
|---------------------------------------------------------------|--------------|--------------|--------------|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, hunting and forestry | 12.0 | 7.5 | 10.0 | - | - | - | 4.6 | 14.1 | 7.5 | 8.4 | 8.4 | 8.4 |
| Fishing | - | - | - | - | - | - | - | - | - | - | - | - |
| Mining and Quarrying | 1.1 | 0.0 | 0.6 | - | - | - | 0.7 | 0.5 | 0.6 | 0.9 | 0.1 | 0.6 |
| Manufacturing | 0.4 | 0.5 | 0.4 | 1.7 | 5.4 | 2.6 | 9.9 | 4.4 | 8.2 | 3.2 | 1.5 | 2.6 |
| Electricity, Gas and Water | - | - | - | 32.7 | 10.5 | 27.7 | - | - | - | 3.9 | 0.6 | 2.6 |
| Construction | 9.2 | 1.7 | 5.9 | - | - | - | 4.7 | 0.8 | 3.5 | 6.8 | 1.5 | 4.7 |
| Wholesale and retail trade | 0.2 | 0.1 | 0.2 | 9.5 | 7.6 | 9.1 | 5.1 | 2.3 | 4.3 | 2.7 | 0.9 | 2.0 |
| Hotels and Restaurants | 0.4 | 0.5 | 0.5 | - | - | - | 48.3 | 53.6 | 49.9 | 14 | 11 | 12.8 |
| Transport, Storage and Communication | - | - | - | 34.0 | 29.5 | 33.0 | 13.6 | 5.7 | 11.2 | 8.0 | 2.7 | 5.9 |
| Financing and Intermediation | - | - | - | 5.6 | 10.4 | 6.7 | 0.5 | 0.8 | 0.6 | 0.8 | 0.7 | 0.8 |
| Real Estate, Renting and Business Activity | 1.9 | 1.1 | 1.6 | - | - | - | 0.4 | 0.5 | 0.4 | 1.2 | 1.0 | 1.1 |
| Public Administration and Defence, Compulsory Social Security | 32.5 | 20.4 | 27.1 | 11.5 | 24.9 | 14.5 | 4.8 | 3.3 | 4.3 | 22.1 | 17.3 | 20.2 |
| Education | 27.9 | 48.6 | 37.1 | 4.6 | 10.8 | 6.0 | 4.7 | 8.5 | 5.8 | 18.5 | 38.7 | 26.4 |
| Health and Social Work | 8.1 | 12.1 | 9.9 | - | - | - | 1.7 | 3.5 | 2.3 | 5.3 | 9.7 | 7.0 |
| Other community and Social personal Activity | 6.3 | 7.4 | 6.8 | 0.3 | 0.9 | 0.4 | 1.0 | 1.9 | 1.3 | 4.1 | 6.0 | 4.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Tables 2.7 show the composition of employees by citizenship to different sectors and industries. There were few non citizens employed 0.9 percent (428 employees) compared to 99.1 percent (47,120 employees). More male's non citizen employees, 0.7 percent (318 employees compared to 0.2 percent (110 employees) of females.

Table 2.7: Composition of Total Employment by Sector, Citizenship and Sex (%)

| Sector | Citizenship | | | | | | | | |
|------------------------|-------------------|-------------|-------------|-----------------------|------------|------------|-------------|-------------|--------------|
| | Citizen employees | | | Non-citizen employees | | | Total | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 36.2 | 29.3 | 65.5 | 0.04 | 0.02 | 0.1 | 36.3 | 29.4 | 65.6 |
| Government Parastatals | 7.3 | 2.1 | 9.3 | 0.01 | 0.01 | 0.02 | 7.3 | 2.1 | 9.4 |
| Private | 16.7 | 7.5 | 24.2 | 0.6 | 0.2 | 0.8 | 17.3 | 7.7 | 25.0 |
| Total | 60.2 | 38.9 | 99.1 | 0.7 | 0.2 | 0.9 | 60.9 | 39.1 | 100.0 |

The leading industry engaging non citizens is Hotels and Restaurants; more than half of all non citizens were employed in this industry. Other industries employing non-citizens are Transport, Storage and Communication as well as education.

Table 2.8: Percentage Distribution of Employment by Industry, Citizenship and Sex

| Industry | Citizen Employees | | | Non-citizen Employees | | | Total | | |
|---------------------------------------------------------------|-------------------|--------------|--------------|-----------------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, hunting and forestry | 8.5 | 8.5 | 8.5 | 1.6 | 0.0 | 1.2 | 8.4 | 8.4 | 8.4 |
| Fishing | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Mining and Quarrying | 0.9 | 0.1 | 0.6 | 0.0 | 0.0 | 0.0 | 0.9 | 0.1 | 0.6 |
| Manufacturing | 3.2 | 1.5 | 2.5 | 8.2 | 1.8 | 6.5 | 3.2 | 1.5 | 2.6 |
| Electricity, Gas and Water | 4.0 | 0.6 | 2.6 | 0.0 | 0.0 | 0.0 | 3.9 | 0.6 | 2.6 |
| Construction | 6.9 | 1.5 | 4.8 | 2.2 | 0.9 | 1.9 | 6.8 | 1.5 | 4.7 |
| Wholesale and retail trade | 2.7 | 0.9 | 2.0 | 5.7 | 0.9 | 4.4 | 2.7 | 0.9 | 2.0 |
| Hotels and Restaurants | 13.6 | 10.6 | 12.5 | 46.9 | 66.4 | 51.9 | 14.0 | 11.0 | 12.8 |
| Transport, Storage and Communication | 7.8 | 2.7 | 5.8 | 19.5 | 0.0 | 14.5 | 8.0 | 2.7 | 5.9 |
| Financing and Intermediation | 0.8 | 0.7 | 0.8 | 0.0 | 0.0 | 0.0 | 0.8 | 0.7 | 0.8 |
| Real Estate, Renting and Business Activity | 1.2 | 1.0 | 1.1 | 0.3 | 0.9 | 0.5 | 1.2 | 1.0 | 1.1 |
| Public Administration and Defence, Compulsory Social Security | 22.3 | 17.4 | 20.4 | 3.1 | 0.0 | 2.3 | 22.1 | 17.3 | 20.2 |
| Education | 18.6 | 38.8 | 26.5 | 8.8 | 18.2 | 11.2 | 18.5 | 38.7 | 26.4 |
| Health and Social Work | 5.3 | 9.7 | 7.1 | 3.8 | 10.9 | 5.6 | 5.3 | 9.7 | 7.0 |
| Other community and Social personal Activity | 4.2 | 6.0 | 4.9 | 0.0 | 0.0 | 0.0 | 4.1 | 6.0 | 4.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Annex of Chapter Two

Table 2.1a: Total Employment by Sector and Sex.

| Sector | Sex | | |
|---------------------------|---------------|---------------|---------------|
| | Male | Female | Total |
| Government | 17,240 | 13,956 | 31,196 |
| Government Parastatals | 3,463 | 991 | 4,454 |
| Private | 8,231 | 3,667 | 11,898 |
| Total | 28,934 | 18,614 | 47,548 |

Table 2.2a: Total Employment by Sector, Employment Status and Sex.

| Sector | Regular | | | Contract | | | Casual | | | Total | | |
|---------------------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|------------|--------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 16,670 | 13,516 | 30,186 | 249 | 37 | 286 | 321 | 403 | 724 | 17,240 | 13,956 | 31,196 |
| Government Parastatals | 2,812 | 739 | 3,551 | 29 | 22 | 51 | 622 | 230 | 852 | 3,463 | 991 | 4,454 |
| Private | 5,061 | 1,989 | 7,050 | 2,066 | 1,348 | 3,414 | 1,104 | 330 | 1,434 | 8,231 | 3,667 | 11,898 |
| Total | 24,543 | 16,244 | 40,787 | 2,344 | 1,407 | 3,751 | 2,047 | 963 | 3,010 | 28,934 | 18,614 | 47,548 |

Table 2.3a: Total Employment by Industry and Sex.

| Industry | Sex | | |
|------------------------------------------------------------------|---------------|---------------|---------------|
| | Male | Female | Total |
| Agriculture, hunting, forestry | 2,444 | 1,568 | 4,012 |
| Fishing | - | - | - |
| Mining and Quarrying | 250 | 22 | 272 |
| Manufacturing | 939 | 284 | 1,223 |
| Electricity, Gas and Water | 1,131 | 104 | 1,235 |
| Construction | 1,976 | 271 | 2,247 |
| Wholesale and retail trade | 789 | 176 | 965 |
| Hotels and Restaurants | 4,050 | 2,039 | 6,089 |
| Transport, Storage and Communication | 2,302 | 502 | 2,804 |
| Financing and Intermediation | 238 | 134 | 372 |
| Real Estate, Renting and Business Activity | 358 | 180 | 538 |
| Public Administration and Defence, Compulsory Social Security | 6,389 | 3,216 | 9,605 |
| Education | 5,345 | 7,196 | 12,541 |
| Health and Social Work | 1,534 | 1,812 | 3,346 |
| Other community and Social personal Activity | 1,189 | 1,110 | 2,299 |
| Total | 28,934 | 18,614 | 47,548 |

Table 2.4a: Total Employment by Industry, Employment Status and Sex.

| Industry | Regular | | | Contract | | | Casual | | | Total | | |
|------------------------------------------------------------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|------------|--------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, hunting, forestry | 2,095 | 1,043 | 3,138 | 238 | 465 | 703 | 111 | 60 | 171 | 2,444 | 1,568 | 4,012 |
| Fishing | - | - | - | - | - | - | - | - | - | - | - | - |
| Mining and Quarrying | 190 | 5 | 195 | - | - | - | 60 | 17 | 77 | 250 | 22 | 272 |
| Manufacturing | 389 | 141 | 530 | 83 | 40 | 123 | 467 | 103 | 570 | 939 | 284 | 1,223 |
| Electricity, Gas and Water | 1,125 | 104 | 1,229 | 2 | - | 2 | 4 | - | 4 | 1,131 | 104 | 1,235 |
| Construction | 1,895 | 265 | 2,160 | - | - | - | 81 | 6 | 87 | 1,976 | 271 | 2,247 |
| Wholesale and retail trade | 599 | 171 | 770 | 70 | 4 | 74 | 120 | 1 | 121 | 789 | 176 | 965 |
| Hotels and Restaurants | 2,473 | 1,125 | 3,598 | 1,253 | 722 | 1,975 | 324 | 192 | 516 | 4,050 | 2,039 | 6,089 |
| Transport, Storage and Communication | 1,741 | 376 | 2,117 | 80 | 4 | 84 | 481 | 122 | 603 | 2,302 | 502 | 2,804 |
| Financing and Intermediation | 221 | 112 | 333 | 11 | 20 | 31 | 6 | 2 | 8 | 238 | 134 | 372 |
| Real Estate, Renting and Business Activity | 333 | 169 | 502 | 23 | 11 | 34 | 2 | - | 2 | 358 | 180 | 538 |
| Public Administration and Defence, Compulsory Social Security | 5,818 | 3,054 | 8,872 | 451 | 56 | 507 | 120 | 106 | 226 | 6,389 | 3,216 | 9,605 |
| Education | 5,082 | 6,907 | 11,989 | 52 | 51 | 103 | 211 | 238 | 449 | 5,345 | 7,196 | 12,541 |
| Health and Social Work | 1,436 | 1,755 | 3,191 | 68 | 30 | 98 | 30 | 27 | 57 | 1,534 | 1,812 | 3,346 |
| Other community and Social personal Activity | 1,146 | 1,017 | 2,163 | 13 | 4 | 17 | 30 | 89 | 119 | 1,189 | 1,110 | 2,299 |
| Total | 24,543 | 16,244 | 40,787 | 2,344 | 1,407 | 3,751 | 2,047 | 963 | 3,010 | 28,934 | 18,614 | 47,548 |

Table 2.5a: Total Employment by Industry, Sector and Sex

| Industry | Government | | | Government Parastatals | | | Private | | | All Sectors | | |
|---------------------------------------------------------------|---------------|---------------|---------------|------------------------|------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, hunting and forestry | 2,068 | 1,051 | 3,119 | - | - | - | 376 | 517 | 893 | 2,444 | 1,568 | 4,012 |
| Fishing | - | - | - | - | - | - | - | - | - | - | - | - |
| Mining and Quarrying | 190 | 5 | 195 | - | - | - | 60 | 17 | 77 | 250 | 22 | 272 |
| Manufacturing | 65 | 70 | 135 | 60 | 54 | 114 | 814 | 160 | 974 | 939 | 284 | 1,223 |
| Electricity, Gas and Water | - | - | - | 1,131 | 104 | 1,235 | - | - | - | 1,131 | 104 | 1,235 |
| Construction | 1,593 | 241 | 1,834 | - | - | - | 383 | 30 | 413 | 1,976 | 271 | 2,247 |
| Wholesale and retail trade | 39 | 15 | 54 | 329 | 75 | 404 | 421 | 86 | 507 | 789 | 176 | 965 |
| Hotels and Restaurants | 74 | 74 | 148 | - | - | - | 3,976 | 1,965 | 5,941 | 4,050 | 2,039 | 6,089 |
| Transport, Storage and Communication | - | - | - | 1,179 | 292 | 1,471 | 1,123 | 210 | 1,333 | 2,302 | 502 | 2,804 |
| Financing and Intermediation | - | - | - | 194 | 103 | 297 | 44 | 31 | 75 | 238 | 134 | 372 |
| Real Estate, Renting and Business Activity | 325 | 160 | 485 | - | - | - | 33 | 20 | 53 | 358 | 180 | 538 |
| Public Administration and Defence, Compulsory Social Security | 5,597 | 2,847 | 8,444 | 399 | 247 | 646 | 393 | 122 | 515 | 6,389 | 3,216 | 9,605 |
| Education | 4,802 | 6,779 | 11,581 | 160 | 107 | 267 | 383 | 310 | 693 | 5,345 | 7,196 | 12,541 |
| Health and Social Work | 1,394 | 1,683 | 3,077 | - | - | - | 140 | 129 | 269 | 1,534 | 1,812 | 3,346 |
| Other community and Social personal Activity | 1,093 | 1,031 | 2,124 | 11 | 9 | 20 | 85 | 70 | 155 | 1,189 | 1,110 | 2,299 |
| Total | 17,240 | 13,956 | 31,196 | 3,463 | 991 | 4,454 | 8,231 | 3,667 | 11,898 | 28,934 | 18,614 | 47,548 |

Table 2.6a: Number of Employment by Sector, Citizenship and Sex

| Sector | Citizen employees | | | Non-citizen employees | | | Total | | |
|------------------------|-------------------|---------------|---------------|-----------------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Government | 17,219 | 13,947 | 31,166 | 21 | 9 | 30 | 17,240 | 13,956 | 31,196 |
| Government Parastatals | 3,458 | 985 | 4,443 | 5 | 6 | 11 | 3,463 | 991 | 4,454 |
| Private | 7,939 | 3,572 | 11,511 | 292 | 95 | 387 | 8,231 | 3,667 | 11,898 |
| Total | 28,616 | 18,504 | 47,120 | 318 | 110 | 428 | 28,934 | 18,614 | 47,548 |

Table 2.7a: Number of Employment by Industry, citizenship and Sex.

| Industry | Citizen Employees | | | Non-citizen Employees | | | Total | | |
|---------------------------------------------------------------|-------------------|---------------|---------------|-----------------------|------------|------------|---------------|---------------|---------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, hunting and, forestry | 2,439 | 1,568 | 4,007 | 5 | 0 | 5 | 2,444 | 1,568 | 4,012 |
| Fishing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mining and Quarrying | 250 | 22 | 272 | 0 | 0 | 0 | 250 | 22 | 272 |
| Manufacturing | 913 | 282 | 1,195 | 26 | 2 | 28 | 939 | 284 | 1,223 |
| Electricity, Gas and Water | 1,131 | 104 | 1,235 | 0 | 0 | 0 | 1,131 | 104 | 1,235 |
| Construction | 1,969 | 270 | 2,239 | 7 | 1 | 8 | 1,976 | 271 | 2,247 |
| Wholesale and retail trade | 771 | 175 | 946 | 18 | 1 | 19 | 789 | 176 | 965 |
| Hotels and Restaurants | 3,901 | 1,966 | 5,867 | 149 | 73 | 222 | 4,050 | 2,039 | 6,089 |
| Transport, Storage and Communication | 2,240 | 502 | 2,742 | 62 | 0 | 62 | 2,302 | 502 | 2,804 |
| Financing and Intermediation | 238 | 134 | 372 | 0 | 0 | 0 | 238 | 134 | 372 |
| Real Estate, Renting and Business Activity | 357 | 179 | 536 | 1 | 1 | 2 | 358 | 180 | 538 |
| Public Administration and Defence, Compulsory Social Security | 6,379 | 3,216 | 9,595 | 10 | 0 | 10 | 6,389 | 3,216 | 9,605 |
| Education | 5,317 | 7,176 | 12,493 | 28 | 20 | 48 | 5,345 | 7,196 | 12,541 |
| Health and Social Work | 1,522 | 1,800 | 3,322 | 12 | 12 | 24 | 1,534 | 1,812 | 3,346 |
| Other community and Social personal Activity | 1,189 | 1,110 | 2,299 | 0 | 0 | 0 | 1,189 | 1,110 | 2,299 |
| Total | 28,616 | 18,504 | 47,120 | 318 | 110 | 428 | 28,934 | 18,614 | 47,548 |

CHAPTER THREE: WAGE RATE

3.1 Wage Group of Regular Citizens by Sex

This chapter shows the average gross earnings of employees by salary range. The distribution includes regular citizens only

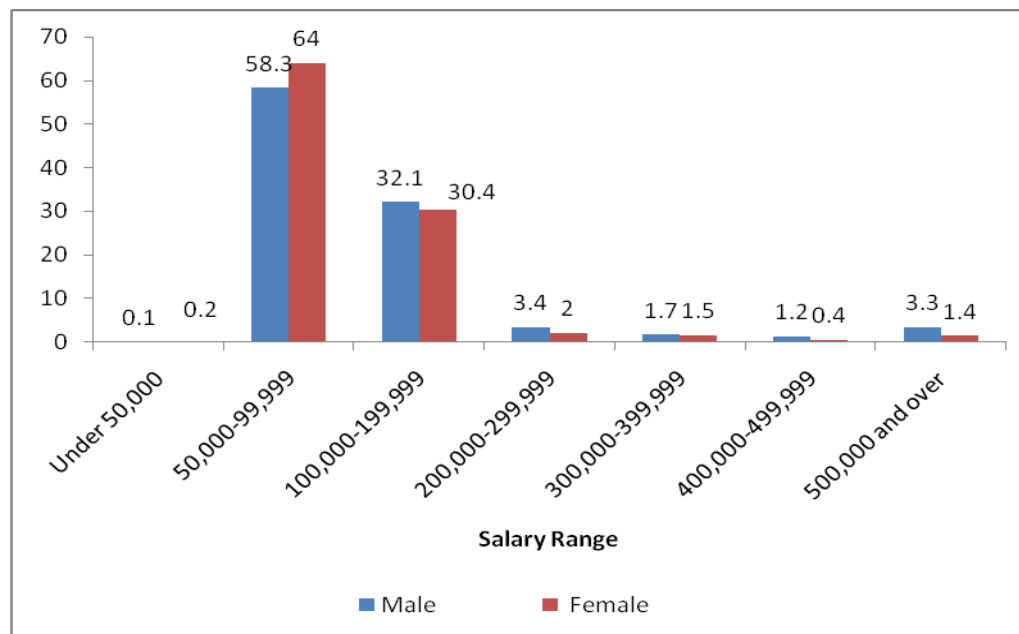
Six in every ten employees earn less than TAS 100,000; and more than 90 percent earn less than TAS 200,000 (Table 3.1 and Figure 3.1). There is a small difference in average gross earnings between sexes where the highest proportions of male employees were at the range 50,000 – 99,999 (58 percent for male and 64 percent for female). In addition there was huge disparity in gross earnings for both male and female employees for instance only three percent of male employees have gross earnings above TAS 500,000 compared to majority 58.3 percent who have earnings in the range of 50,000- 99,999

For females the same case was observed where only one percent of female employees have gross earnings above TAS 500,000 compared to majority 64.0 percent who have earnings in the range of 50,000- 99,999.

Table 3.1: Percentage Distribution of Regular Citizen Employees by Wage Group and Sex

| Salary range | Male | Female | Total |
|-------------------|--------|--------|--------|
| Under 50,000 | 0.1 | 0.2 | 0.1 |
| 50,000-99,999 | 58.3 | 64.0 | 60.5 |
| 100,000-199,999 | 32.1 | 30.4 | 31.4 |
| 200,000-299,999 | 3.4 | 2.0 | 2.8 |
| 300,000-399,999 | 1.7 | 1.5 | 1.6 |
| 400,000-499,999 | 1.2 | 0.4 | 0.9 |
| 500,000 and above | 3.3 | 1.4 | 2.6 |
| Total Percent | 100.0 | 100.0 | 100.0 |
| Total Number | 24,371 | 16,125 | 40,496 |

Figure 3.1: Composition of Regular Citizen Employees by Wage Group and Sex



3.2: Regular Citizen Employees by Sector and Salary Range

The Government sectors remain the main employer, but on average pays the least salary compared to other sectors. This sector has employed 74.5 percent of regular employees but only 3.1 percent earn TAS 200,000 or more per month. The Private sector has engaged 16.7 percent of total regular employees of whom 20.1 percent earn TAS 200,000 or more and for government parastatals have engaged nine percent and 25.1 percent earn TAS 200,000 or more. (Table 3.2 and figure 3.2)

Table 3.2: Percent of Regular Citizen Employees by Wage Group, Sector and Sex

| Salary Range | Sector | | | | | | | | | | | |
|--------------------------------|-------------|-------------|-------------|------------------------|------------|------------|-----------|------------|-------------|-------------|-------------|--------------|
| | Government | | | Government Parastatals | | | Private | | | Total | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Under 50,000 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.3 | 1.9 | 0.8 | 0.1 | 0.2 | 0.1 |
| 50,000-99,999 | 63.2 | 67.4 | 65.1 | 55.6 | 34.1 | 51.1 | 42.7 | 51.4 | 45.2 | 58.3 | 64 | 60.5 |
| 100,000-199,999 | 32.6 | 30.7 | 31.8 | 22.3 | 29.5 | 23.8 | 36.0 | 28.8 | 34 | 32.1 | 30.4 | 31.4 |
| 200,000-299,999 | 1.5 | 0.9 | 1.3 | 7.4 | 10.8 | 8.1 | 7.4 | 6.1 | 7.0 | 3.4 | 2.0 | 2.8 |
| 300,000-399,999 | 1.1 | 0.5 | 0.8 | 3.7 | 6.5 | 4.3 | 2.7 | 7.0 | 3.9 | 1.7 | 1.5 | 1.6 |
| 400,000-499,999 | 0.3 | 0.2 | 0.2 | 1.9 | 3.0 | 2.1 | 3.9 | 1.2 | 3.2 | 1.2 | 0.4 | 0.9 |
| 500,000 and over | 1.3 | 0.3 | 0.8 | 9.1 | 16.1 | 10.6 | 7.0 | 3.5 | 6.0 | 3.3 | 1.4 | 2.6 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Total percent by sector | 41.3 | 33.2 | 74.5 | 6.9 | 1.8 | 8.8 | 12 | 4.8 | 16.7 | 60.2 | 39.8 | 100.0 |

Figure 3.2: Percentage Distribution of Regular Citizen Employees by Wage Group, Sector and Sex

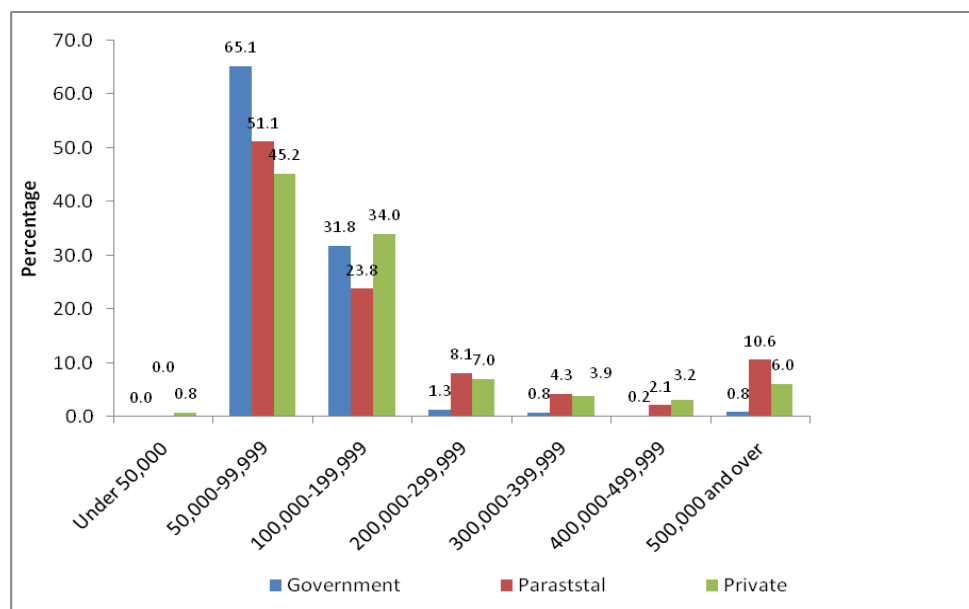


Table 3.3 shows the composition of wage group by industry. Agriculture, hunting and forestry; Hotels and Restaurants, Education , Health and social work and Manufacturing, were industries which contain workers who earn less than TAS 50, 000 per month. Employees who earn TAS 500,000 and above, 37 percent were engaged in Public Administration and Defence, Compulsory Social Security and 25 percent were engaged in Transport, Storage and Communication.

Table 3.3: Percent Composition of wage Group of Regular Citizen by Major Industry

| Industry | Salary Range | | | | | | | Total |
|---------------------------------------------------------------|--------------|---------------|-----------------|-----------------|-----------------|-----------------|-------------------|------------|
| | Under 50,000 | 50,000-99,999 | 100,000-199,999 | 200,000-299,999 | 300,000-399,999 | 400,000-499,999 | 500,000 and above | |
| Agriculture, hunting and forestry | 4 | 11 | 3 | 2 | 0 | 1 | 2 | 8 |
| Fishing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mining and Quarrying | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manufacturing | 6 | 1 | 1 | 2 | 3 | 3 | 1 | 1 |
| Electricity, Gas and Water | 0 | 4 | 1 | 8 | 2 | 1 | 1 | 3 |
| Construction | 0 | 8 | 1 | 2 | 1 | 1 | 1 | 5 |
| Wholesale and retail trade | 0 | 2 | 2 | 3 | 2 | 2 | 1 | 2 |
| Hotel and Restaurant | 11 | 7 | 10 | 17 | 11 | 11 | 4 | 9 |
| Transport, Storage and Communication | 0 | 3 | 6 | 14 | 15 | 32 | 25 | 5 |
| Financing and Intermediation | 0 | 0 | 0 | 4 | 10 | 17 | 15 | 1 |
| Real Estate, Renting and Business Activity | 0 | 1 | 0 | 4 | 10 | 2 | 2 | 1 |
| Public Administration and Defence, Compulsory Social Security | 0 | 22 | 20 | 20 | 23 | 11 | 37 | 22 |
| Education | 72 | 31 | 32 | 9 | 12 | 10 | 7 | 29 |
| Health and Social Work | 8 | 1 | 22 | 13 | 9 | 8 | 2 | 8 |
| Other community and Social personal Activity | 0 | 7 | 3 | 4 | 3 | 1 | 3 | 5 |
| Extra territorial Organization and Bodies | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Annex of Chapter Three

Table 3.1b Regular Citizen Employee by Wage Group and Gender.

| Range | Male | Female | Total |
|-------------------|---------------|---------------|---------------|
| Under 50,000 | 16 | 37 | 53 |
| 50,000-99,999 | 14,201 | 10,319 | 24,520 |
| 100,000-199,999 | 7,828 | 4,905 | 12,733 |
| 200,000-299,999 | 818 | 323 | 1,141 |
| 300,000-399,999 | 414 | 244 | 658 |
| 400,000-499,999 | 288 | 68 | 356 |
| 500,000 and above | 806 | 229 | 1,035 |
| Total | 24,371 | 16,125 | 40,496 |

Table 3.2b: Regular Citizen Employees by Wage Group, Sector and Sex

| Salary Range | Sector | | | | | | | | | | | |
|------------------|---------------|---------------|---------------|------------------------|------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|
| | Government | | | Government Parastatals | | | Private | | | Total | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Under 50,000 | 0 | 0 | 0 | 0 | 0 | 0 | 16 | 37 | 53 | 16 | 37 | 53 |
| 50,000-99,999 | 10,575 | 9,078 | 19,653 | 1,560 | 252 | 1,812 | 2,066 | 989 | 3,055 | 14,201 | 10,319 | 24,520 |
| 100,000-199,999 | 5,460 | 4,132 | 9,592 | 625 | 218 | 843 | 1,743 | 555 | 2,298 | 7,828 | 4,905 | 12,733 |
| 200,000-299,999 | 253 | 126 | 379 | 208 | 80 | 288 | 357 | 117 | 474 | 818 | 323 | 1,141 |
| 300,000-399,999 | 182 | 62 | 244 | 103 | 48 | 151 | 129 | 134 | 263 | 414 | 244 | 658 |
| 400,000-499,999 | 44 | 22 | 66 | 54 | 22 | 76 | 190 | 24 | 214 | 288 | 68 | 356 |
| 500,000 and over | 210 | 42 | 252 | 255 | 119 | 374 | 341 | 68 | 409 | 806 | 229 | 1,035 |
| Total | 16,724 | 13,462 | 30,186 | 2,805 | 739 | 3,544 | 4,842 | 1,924 | 6,766 | 24,371 | 16,125 | 40,496 |

Table 3.3b: Wage Group of Regular Citizen by Major Industry

| Industry | Salary Range | | | | | | | Total |
|---------------------------------------------------------------------------------|--------------|---------------|------------------|-----------------|-----------------|-----------------|------------------|--------|
| | Under 50,000 | 50,000-99,999 | 1000,000-199,999 | 200,000-299,999 | 300,000-399,999 | 400,000-499,999 | 510,000 and over | |
| Agriculture, hunting and forestry Fishing | 2 | 2,762 | 328 | 18 | 3 | 3 | 17 | 3,133 |
| Mining and Quarrying | 0 | 195 | 0 | 0 | 0 | 0 | 0 | 195 |
| Manufacturing | 3 | 369 | 71 | 25 | 17 | 10 | 11 | 506 |
| Electricity, Gas and Water | 0 | 999 | 118 | 91 | 11 | 2 | 8 | 1,229 |
| Construction | 0 | 1,944 | 167 | 26 | 4 | 5 | 6 | 2,152 |
| Wholesale and retail trade and restaurants and hotels Hotels and Restaurants | 0 | 421 | 274 | 29 | 12 | 7 | 10 | 753 |
| Transport, Storage and Communication | 6 | 1,835 | 1,254 | 194 | 75 | 40 | 40 | 3,444 |
| Financing and Intermediation | 0 | 740 | 709 | 160 | 98 | 113 | 261 | 2,081 |
| Real Estate, Renting and Business Activity | 0 | 1 | 16 | 40 | 64 | 61 | 151 | 333 |
| Public Administration and Defence, Compulsory Social Security | 0 | 314 | 58 | 40 | 64 | 7 | 19 | 502 |
| Education | 0 | 5,487 | 2,581 | 230 | 153 | 40 | 381 | 8,872 |
| Health and Social Work | 38 | 7,571 | 4,054 | 98 | 80 | 34 | 71 | 11,946 |
| Other community and Social personal Activity | 4 | 166 | 2,764 | 146 | 57 | 29 | 24 | 3,190 |
| Total | 0 | 1,719 | 339 | 44 | 20 | 5 | 36 | 2,163 |
| | 53 | 24,523 | 12,733 | 1,141 | 658 | 356 | 1,035 | 40,499 |

CHAPTER FOUR: CASH EARNINGS

4.0 Introduction

This chapter is based on cash earnings paid to employees in various sectors and industries. It provides estimates on the distribution of salary in Government, Parastatals, and in Private Sectors. Table 4.1 to 4.3 shows the distribution of earnings by sector for the month of June 2009 as observed in the survey. Table 4.1 shows the total amount paid to all employees for the year 2008/09 was TAS 84,565 million.

As observed in table 2.1 where the government sector is leading in contribution to employment, the sector is also leading in payment of cash earnings. It paid TAS 40,952 million as salaries, which is equivalent to 48.4 percent of the total earnings. Two-fifths of the payments made to males and three-fifths of payments made to females were in this sector. Employees in private sector who accounted for a quarter of total employment earned 31.7 percent whereas Parastatals earned 19.9 percent.

Table 4.1: Composition of Annual Earnings by Sector and Sex.

| Sector | Sex | | |
|---------------------------|--------------|--------------|--------------|
| | Male | Female | Total |
| Government | 42.6 | 61.3 | 48.4 |
| Government Parastatals | 22.7 | 14.0 | 19.9 |
| Private | 34.7 | 24.7 | 31.7 |
| Total | 100.0 | 100.0 | 100.0 |

The average monthly salary of regular citizen employees by Sector is shown in table 4.2. The survey revealed that, the average monthly wage of employees was TAS 140,000. The Government Parastatals sector has the highest average monthly wage of about three times that of the Government sector. Average monthly salaries by gender suggest that females earn less compared to males in all sectors. This is especially so to private sector, where males earn more than female with a large difference.

Table 4.2: Monthly Earning of Total Citizen by Sector and Gender

| Sector | Monthly Average Salary of Regular Employees | | |
|-----------------------|---------------------------------------------|----------------|----------------|
| | Male | Female | Total |
| Government | 119,156 | 97,353 | 109,394 |
| Government Parastatal | 315,584 | 312,000 | 314,841 |
| Private | 202,866 | 149,322 | 187,608 |
| Total | 158,501 | 113,297 | 140,441 |

Females who contribute 39.1 percent of employment (Table 2.1) shares only 31.4 percent of total earnings. Out of 48.4 percent of total earnings paid to government, only 19.3 percent was paid to females who contribute 45 percent of government employees. Nearly 20 percent of total earning accounted to Parastatals with only 4.4 percent paid to females, and private sector had 31.7 percent of total earnings with 7.8 percent to females.

Table 4.3: Composition of Annual Earning by Sector and Sex

| Sector | Total Annual Earnings in Percentages | | |
|------------------------|--------------------------------------|-------------|------------|
| | Male | Female | Total |
| Government | 29.2 | 19.3 | 48.4 |
| Government Parastatals | 15.5 | 4.4 | 19.9 |
| Private | 23.7 | 7.8 | 31.7 |
| Total | 68.4 | 31.5 | 100 |

A comparison to different industries suggests that the lowest average wage is TAS 87,158 in the mining and quarrying Industry. The Financing and Intermediation industry recorded the highest average monthly wage (TAS 781,834) followed by Transport, Storage and Communication (TAS 321,343) and Real Estate, Renting and Business Activity (TAS 216,813) as shown in Table 4.4

and figure 4.1. The minimum average wage is lower to females in all industries, except in transport and communication.

Table 4.4: Monthly Average Wage of Regular Citizen Employees by Industry.

| Industry | Male | Female | Total |
|---------------------------------------------------------------|----------------|----------------|----------------|
| Agriculture, hunting and forestry | 98,106 | 92,811 | 96,344 |
| Fishing | 0 | 0 | 0 |
| Mining and Quarrying | 87,227 | 84,508 | 87,158 |
| Manufacturing | 146,576 | 102,390 | 134,277 |
| Electricity, Gas and Water | 130,014 | 116,041 | 128,832 |
| Construction | 106,933 | 85,298 | 104,279 |
| Wholesale and retail | 141,238 | 99,552 | 131,827 |
| Hotels and Restaurants | 126,879 | 101,752 | 118,992 |
| Transport, Storage and Communication | 294,335 | 443,814 | 321,343 |
| Financing and Intermediation | 842,708 | 661,717 | 781,834 |
| Real Estate, Renting and Business Activity | 251,844 | 147,789 | 216,813 |
| Public Administration and Defence, Compulsory Social Security | 163,726 | 135,255 | 153,925 |
| Education | 151,882 | 88,219 | 115,169 |
| Health and Social Work | 150,873 | 133,726 | 141,440 |
| Other community and Social personal Activity | 122,222 | 100,805 | 112,152 |
| Total | 158,501 | 113,297 | 140,441 |

Figure 4.1: Average Wages Regular Citizen by Industrial Division. (TAS)

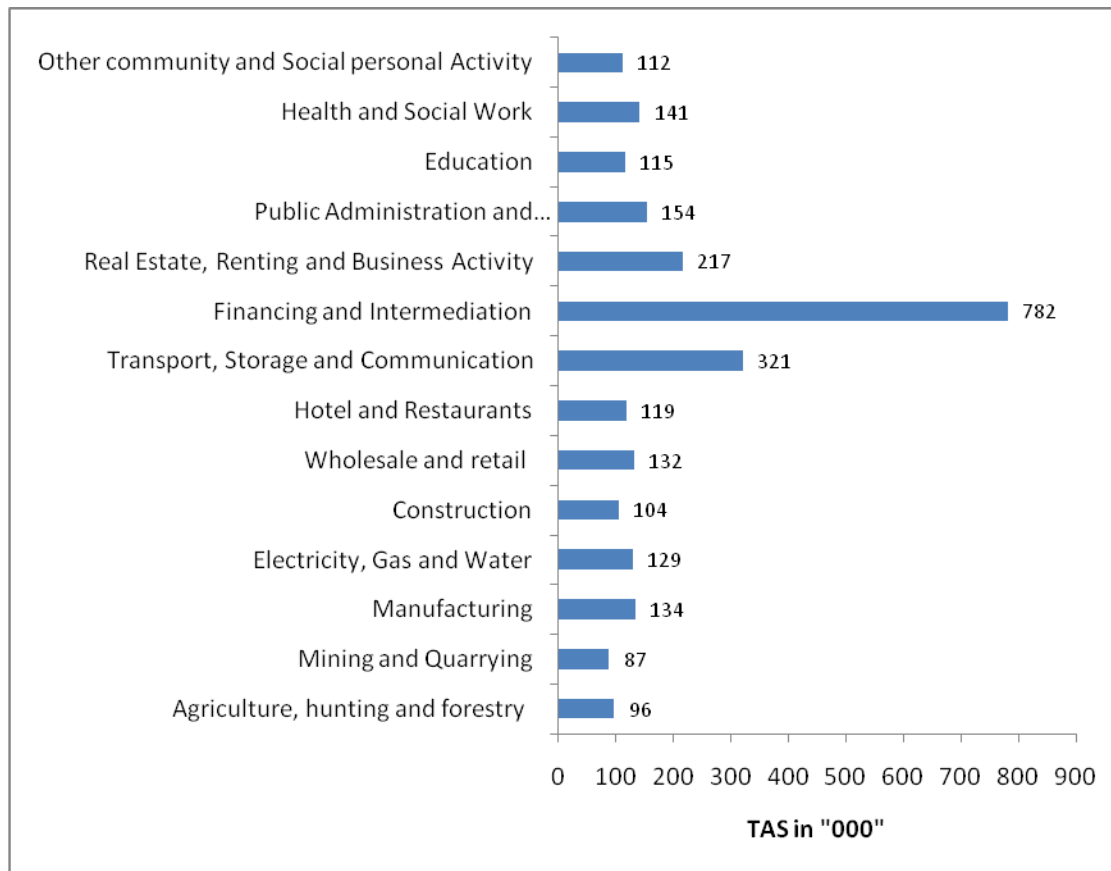


Table 4.5 shows the total cash earning by Industry of regular employees. A total of 40,787 employees were engaged as regular workers. On average Education, Public administration and Transport industries shares the highest earnings among industries. These were 22.9, 21.6 and 14.5 percent respectively.

The proportion is high for males compared to females in all industries except for health and education. This verifies the results on employment which shows more females than males in education and health industries.

Table 4.5: Percentage of Cash Earnings of Regular Employees by Industry, and Gender

| Industry | Sex | | |
|------------------------------------------------------------------|--------------|--------------|--------------|
| | Male | Female | Total |
| Agriculture, hunting and forestry | 4.9 | 4.9 | 4.9 |
| Fishing | 0.0 | 0.0 | 0.0 |
| Mining and Quarrying | 0.4 | 0.0 | 0.3 |
| Manufacturing | 1.5 | 0.8 | 1.3 |
| Electricity, Gas and Water | 3.4 | 0.6 | 2.5 |
| Construction | 4.8 | 1.2 | 3.7 |
| Wholesale and retail trade | 2.2 | 0.9 | 1.8 |
| Hotels and Restaurants | 10.3 | 8.4 | 9.7 |
| Transport, Storage and Communication | 17.3 | 8.4 | 14.5 |
| Financing and Intermediation | 4.3 | 3.7 | 4.1 |
| Real Estate, Renting and Business Activity | 1.9 | 1.3 | 1.7 |
| Public Administration and Defence, Compulsory Social Security | 22.0 | 20.8 | 21.6 |
| Education | 18.7 | 32.1 | 22.9 |
| Health and Social Work | 5.0 | 11.8 | 7.2 |
| Other community and Social personal Activity | 3.2 | 5.2 | 3.8 |
| Total | 100.0 | 100.0 | 100.0 |

On average regular employees earned TAS 1,856.4 thousands per year. Financing and Intermediation (TAS 9,382.0 thousands) leads in all industries having highest salaries followed by Transport, Storage and Communication (TAS 5,192.4 thousands). Females earned less than males.

Table 4.7: Annual Average Cash Earning by Industry, and Gender (TAS Thousands)

| Industry | Regular Employees: TAS in thousands | | |
|------------------------------------------------------------------|-------------------------------------|---------------|---------------|
| | Male | Female | Total |
| Agriculture, hunting and forestry | 1212.4 | 1113.7 | 1179.6 |
| Fishing | 0.0 | 0.0 | 0.0 |
| Mining and Quarrying | 1046.7 | 1014.0 | 1045.9 |
| Manufacturing | 1984.2 | 1283.8 | 1797.9 |
| Electricity, Gas and Water | 1560.2 | 1392.5 | 1546.0 |
| Construction | 1314.2 | 1054.7 | 1282.4 |
| Wholesale and retail trade | 1864.3 | 1243.8 | 1726.5 |
| Hotels and Restaurants | 2169.1 | 1777.6 | 2046.7 |
| Transport, Storage and Communication | 5163.5 | 5325.8 | 5192.4 |
| Financing and Intermediation | 10112.5 | 7940.6 | 9382.0 |
| Real Estate, Renting and Business Activity | 3022.1 | 1773.5 | 2601.8 |
| Public Administration and Defence, Compulsory Social Security | 1964.7 | 1623.1 | 1847.1 |
| Education | 1909.5 | 1107.7 | 1447.6 |
| Health and Social Work | 1812.1 | 1604.7 | 1698.1 |
| Other community and Social personal Activity | 1466.7 | 1209.7 | 1345.8 |
| Total | 2114.1 | 1467.0 | 1856.4 |

Table 4.8 shows the distribution of cash earning by industry, sector and sex. The annual cash earnings for Government sector employees recorded the highest compared to other sectors. This follows from their large share in size of employment. The employment share of government to total employment was 65.6 percent, where as the share of total cash earnings are 46.8 percent. Parastatals, which shares less than 10 percent of total employment shares 18.1 percent TAS 15,432.68 million of total earnings.

In the Government sector, the leading annual cash earning industries were education, administration and health services, which recorded respective shares of 32.1, 31.6 and 13.1 percent, respectively. The findings also suggest that, females in health and education industries earned more cash earnings (share) compared to males.

Government Parastatals paid more annual cash earnings to administration (27.1 percent), education (21.0 percent), and financial intermediation services (18.4 percent). More payments were made to females engaged in administration communication, and financial services compared to females in other industries.

The private sector paid three-quarters of its annual cash earnings to two industries only. These are hotels and restaurants (35.9 percent) and transport and communication (39.1) percent. More than a half of expenditure incurred to females was paid to hotel industry.

Table 4.8: Percentage of Annual Cash Earnings by Industry, Sector and Gender

| Industry | Government | | | Government Parastatal | | | Private | | |
|---------------------------------------------------------------|--------------|--------------|--------------|-----------------------|--------------|--------------|--------------|--------------|--------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, hunting and forestry | 9.5 | 7.2 | 8.6 | 0.0 | 0.0 | 0.0 | 1.9 | 4.4 | 2.5 |
| Fishing | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Mining and Quarrying | 0.8 | 0.0 | 0.5 | 0.0 | 0.0 | 0.0 | 0.2 | 0.2 | 0.2 |
| Manufacturing | 0.3 | 0.5 | 0.4 | 0.5 | 1.0 | 0.7 | 4.8 | 2.8 | 4.4 |
| Electricity, Gas and Water | 0.0 | 0.0 | 0.0 | 15.4 | 3.6 | 12.4 | 0.0 | 0.0 | 0.0 |
| Construction | 8.4 | 1.5 | 5.6 | 0.0 | 0.0 | 0.0 | 2.4 | 0.7 | 2.0 |
| Wholesale and retail trade | 0.3 | 0.1 | 0.2 | 3.6 | 2.5 | 3.3 | 3.6 | 1.6 | 3.2 |
| Hotels and Restaurants | 0.3 | 0.3 | 0.3 | 0.0 | 0.0 | 0.0 | 31.9 | 50.9 | 35.9 |
| Transport, Storage and Communication | 0.0 | 0.0 | 0.0 | 12.7 | 28.9 | 16.9 | 44.8 | 17.9 | 39.1 |
| Financing and Intermediation | 0.0 | 0.0 | 0.0 | 17.8 | 20.1 | 18.4 | 1.0 | 2.6 | 1.4 |
| Real Estate, Renting and Business Activity | 3.9 | 1.6 | 3.0 | 0.0 | 0.0 | 0.0 | 0.5 | 0.7 | 0.5 |
| Public Administration and Defence, Compulsory Social Security | 37.0 | 23.4 | 31.6 | 25.5 | 31.6 | 27.1 | 1.6 | 1.9 | 1.7 |
| Education | 25.6 | 41.7 | 32.1 | 24.2 | 11.8 | 21.0 | 4.2 | 10.2 | 5.4 |
| Health and Social Work | 10.4 | 17.1 | 13.1 | 0.0 | 0.0 | 0.0 | 1.4 | 3.1 | 1.8 |
| Other community and Social personal Activity | 5.5 | 6.9 | 6.1 | 0.2 | 0.3 | 0.2 | 1.6 | 3.0 | 1.9 |
| Total percent | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Annex of Chapter Four

Table 4.1c: Total Annual Earning by Sector and Sex.

| Sector | Total Annual Earnings (Million TAS) | | |
|------------------------|-------------------------------------|---------------|---------------|
| | Male | Female | Total |
| Government | 24,651 | 16,304 | 40,952 |
| Government Parastatals | 13,114 | 3,710 | 16,828 |
| Private | 20,037 | 6,571 | 26,786 |
| Total | 57,803 | 26,585 | 84,565 |

Table 4.2c: Total Cash Earning by Industry, Employment Status and Sex (TAS Million)

| Industry | Regular | | |
|---------------------------------------------------------------|------------------|------------------|------------------|
| | Male | Female | Total |
| Agriculture, hunting and forestry | 2,540.10 | 1,161.60 | 3,701.70 |
| Fishing | 0.00 | 0.00 | 0.00 |
| Mining and Quarrying | 198.90 | 5.10 | 204.00 |
| Manufacturing | 771.90 | 181.00 | 952.90 |
| Electricity, Gas and Water | 1,755.20 | 144.8 | 1,900.00 |
| Construction | 2,490.40 | 279.5 | 2,769.90 |
| Wholesale and retail trade | 1,116.70 | 212.7 | 1,329.40 |
| Hotels and Restaurants | 5,364.30 | 1,999.80 | 7,364.10 |
| Transport, Storage and Communication | 8,989.70 | 2,002.50 | 10,992.20 |
| Financing and Intermediation | 2,234.90 | 889.40 | 3,124.20 |
| Real Estate, Renting and Business Activity | 1,006.40 | 299.70 | 1,306.10 |
| Public Administration and Defence, Compulsory Social Security | 11,430.70 | 4,956.80 | 16,387.50 |
| Education | 9,704.30 | 7,651.10 | 17,355.40 |
| Health and Social Work | 2,602.20 | 2,816.30 | 5,418.50 |
| Other community and Social personal Activity | 1,680.80 | 1,230.20 | 2,911.00 |
| Total | 51,886.40 | 23,830.50 | 75,716.90 |

Table 4.3c: Annual Cash Earnings by Industry, Sector and Gender (TAS million)

| Industry | Government | | | Government Parastatal | | | Private | | |
|---------------------------------------------------------------|------------------|------------------|------------------|-----------------------|-----------------|------------------|------------------|-----------------|------------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Agriculture, hunting and forestry | 2,280.92 | 1,152.98 | 3,433.90 | 0.00 | 0.00 | 0.00 | 457.27 | 282.06 | 739.33 |
| Fishing | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Mining and Quarrying | 198.88 | 5.07 | 203.95 | 0.00 | 0.00 | 0.00 | 45.40 | 14.76 | 60.16 |
| Manufacturing | 89.80 | 75.66 | 165.47 | 61.63 | 41.68 | 103.31 | 1,129.49 | 179.99 | 1,309.47 |
| Electricity, Gas and Water | 0.00 | 0.00 | 0.00 | 1,763.07 | 144.82 | 1,907.88 | 0.00 | 0.00 | 0.00 |
| Construction | 2,006.05 | 242.92 | 2,248.97 | 0.00 | 0.00 | 0.00 | 555.45 | 42.11 | 597.56 |
| Wholesale and retail trade | 63.82 | 16.17 | 80.00 | 411.03 | 101.36 | 512.39 | 848.39 | 100.91 | 949.30 |
| Hotels and Restaurants | 68.48 | 40.52 | 108.99 | 0.00 | 0.00 | 0.00 | 7,480.03 | 3,235.05 | 10,715.09 |
| Transport, Storage and Communication | 0.00 | 0.00 | 0.00 | 1,451.30 | 1,154.23 | 2,605.53 | 10,509.00 | 1,137.29 | 11,646.29 |
| Financing and Intermediation | 0.00 | 0.00 | 0.00 | 2,040.41 | 802.04 | 2,842.45 | 245.29 | 164.09 | 409.38 |
| Real Estate, Renting and Business Activity | 928.68 | 261.80 | 1,190.48 | 0.00 | 0.00 | 0.00 | 115.15 | 45.24 | 160.39 |
| Public Administration and Defence, Compulsory Social Security | 8,875.44 | 3,728.80 | 12,604.23 | 2,921.80 | 1,261.81 | 4,183.62 | 386.70 | 118.23 | 504.93 |
| Education | 6,129.70 | 6,654.73 | 12,784.43 | 2,769.54 | 472.14 | 3,241.68 | 978.31 | 644.91 | 1,623.23 |
| Health and Social Work | 2,503.04 | 2,730.36 | 5,233.40 | 0.00 | 0.00 | 0.00 | 327.28 | 196.70 | 523.97 |
| Other community and Social personal Activity | 1,311.91 | 1,104.70 | 2,416.60 | 22.49 | 13.34 | 35.84 | 384.83 | 189.85 | 574.68 |
| Total | 24,456.72 | 16,013.71 | 40,470.42 | 11,441.26 | 3,991.42 | 15,432.68 | 23,462.59 | 6,351.20 | 29,813.78 |

CHAPTER FIVE: WAGE BILL

5.0 Introduction

Wage-bill includes gross cash remuneration accrued as earnings of employee and actual cost of free ration paid by employers in respect of their employees. Table 5.1 shows the distribution of wage bill by sector which includes annual salary, free ration and costs of other benefits.

On average the percentage of free ration to wage bill is 12 percent. There are slight differences in percentages between sectors.

In government sector, 77 percent of total wage bill is used for paying salaries where as parastatals and private sectors used 72 percent and 76 percent, respectively for paying salaries.

Table 5.1: Composition of Annual Wage Bill by Sector

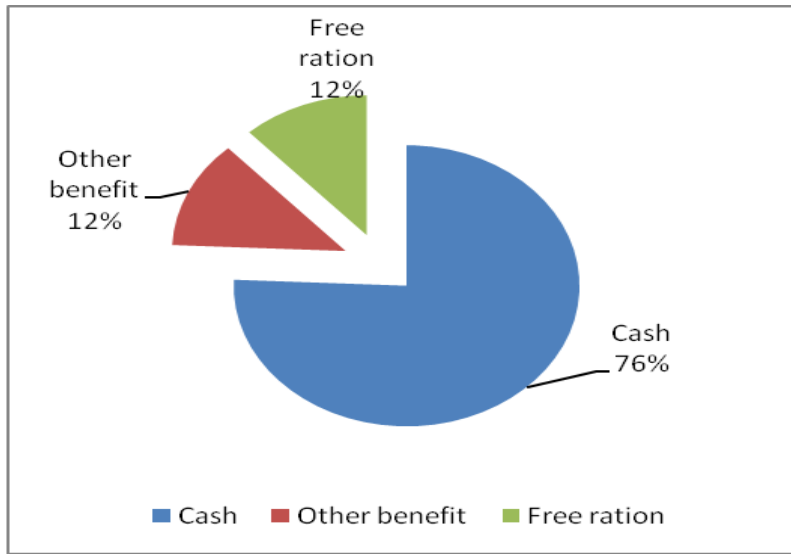
| Sector | Salary | Other benefit | Free ration | wage bill |
|-----------------------|--------|---------------|-------------|-----------|
| Government | 77 | 11 | 12 | 100 |
| Government Parastatal | 72 | 16 | 11 | 100 |
| Private | 76 | 12 | 11 | 100 |

There are industries where more than 90 percent of its total wage bill used for paying salaries. These are Mining and Quarrying, Electricity, Gas and Water, Construction, Education, Health and Social Work. There are no benefits to employees in mining and quarrying industry; Public Administration and Defense, Compulsory Social Security Industry has the highest percentage of other benefits; where by Wholesale and retail trade has the highest cost of free ration (Table 5.2).

Table 5.2: Composition of Annual Wage Bill by Industry

| Industry | Salary | Other benefit | Free ration | wage bill |
|---------------------------------------------------------------|---------------|----------------------|--------------------|------------------|
| Agriculture, hunting and forestry | 82.8 | 1.5 | 15.7 | 100.0 |
| Fishing | 0.0 | 0.0 | 0.0 | 0.0 |
| Mining and Quarrying | 92.8 | 0.0 | 7.2 | 100.0 |
| Manufacturing | 71.7 | 16.0 | 12.2 | 100.0 |
| Electricity, Gas and Water | 91.1 | 2.3 | 6.5 | 100.0 |
| Construction | 92.5 | 2.8 | 4.7 | 100.0 |
| Wholesale and retail trade | 47.4 | 18.7 | 33.9 | 100.0 |
| Hotels and Restaurants | 72.6 | 12.8 | 14.6 | 100.0 |
| Transport, Storage and Communication | 72.6 | 15.3 | 12.0 | 100.0 |
| Financing and Intermediation | 70.8 | 19.2 | 10.1 | 100.0 |
| Real Estate, Renting and Business Activity | 78.2 | 9.6 | 12.2 | 100.0 |
| Public Administration and Defense, Compulsory Social Security | 64.5 | 19.7 | 15.8 | 100.0 |
| Education | 90.4 | 5.8 | 3.7 | 100.0 |
| Health and Social Work | 91.2 | 0.4 | 8.3 | 100.0 |
| Other community and Social personal Activity | 79.5 | 13.1 | 7.3 | 100.0 |
| Total | 75.7 | 12.4 | 11.9 | 100.0 |

Figure 5.1: Total Composition of Annual wage Bill



Segregation data by industry and employment terms, the cost of salaries paid to regular employees is high compared to contract and casual; this is due to the fact that there are more regular employees in all industries than contract and casual employees. On average 67 percent of total wage bill were used to pay regular employees. Seven percent was paid to employees who are employed on contract basis, two percent for casual workers. Free ration and other benefit were paid, 12 percent each of total wage bill.

Table 5.3: Composition of Annual Wage Bill by Industry and Employment Term

| Industry | Regular | Contract | Casual | Other benefit | Free ration | wage bill |
|---------------------------------------------------------------|----------------|-----------------|---------------|----------------------|--------------------|------------------|
| Agriculture, hunting and forestry | 73.4 | 7.7 | 1.7 | 1.5 | 15.7 | 100.0 |
| Fishing | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Mining and Quarrying | 71.7 | 0.0 | 21.1 | 0.0 | 7.2 | 100.0 |
| Manufacturing | 43.3 | 6.4 | 22.0 | 16.0 | 12.2 | 100.0 |
| Electricity, Gas and Water | 90.8 | 0.1 | 0.2 | 2.3 | 6.5 | 100.0 |
| Construction | 90.0 | 0.0 | 2.5 | 2.8 | 4.7 | 100.0 |
| Wholesale and retail trade | 40.8 | 3.7 | 2.8 | 18.8 | 33.9 | 100.0 |
| Hotels and Restaurants | 49.4 | 21.4 | 1.8 | 12.8 | 14.7 | 100.0 |
| Transport, Storage and Communication | 56.0 | 12.9 | 3.8 | 15.3 | 12.0 | 100.0 |
| Financing and Intermediation | 68.0 | 2.4 | 0.4 | 19.2 | 10.1 | 100.0 |
| Real Estate, Renting and Business Activity | 75.6 | 2.5 | 0.1 | 9.6 | 12.2 | 100.0 |
| Public Administration and Defence, Compulsory Social Security | 61.1 | 2.6 | 0.7 | 19.7 | 15.8 | 100.0 |
| Education | 88.9 | 1.0 | 0.5 | 5.9 | 3.8 | 100.0 |
| Health and Social Work | 85.9 | 4.6 | 0.8 | 0.4 | 8.3 | 100.0 |
| Other community and Social personal Activity | 76.5 | 1.0 | 2.0 | 13.1 | 7.3 | 100.0 |
| Total | 66.9 | 6.9 | 2.0 | 12.4 | 11.9 | 100.0 |

Annex of Chapter Five

Table 5.1d: Wage Bill by Sector (TAS million)

| Sector | Salary | Other Benefit | Free Ration | Wage Bill | Percent of Free Ration of Total Wage Bill |
|-----------------------|---------------|---------------|---------------|----------------|-------------------------------------------|
| Government | 40,470 | 5,803 | 5769 | 52,043 | 11.09 |
| Government Parastatal | 15,433 | 3,478 | 2,431 | 21,342 | 11.39 |
| Private | 29,814 | 4,803 | 4,475 | 39,091 | 11.45 |
| Total | 85,717 | 14,083 | 12,675 | 112,476 | 11.27 |

Table 5.2d: Wage Bill by Industry and Employment Terms (TAS in millions)

| Industry | Annual Earnings | | | | | | |
|---------------------------------------------------------------|-----------------|----------------|----------------|-----------------|------------------|------------------|------------------------|
| | Regular | Contract | Casual | Other benefit | Free ration | wage bill | percent of free ration |
| Agriculture, hunting and forestry | 3701.7 | 387.44 | 84.09 | 76.09 | 793.32 | 5042.65 | 15.73 |
| Fishing | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Mining and Quarrying | 203.95 | 0.0 | 60.16 | 0.0 | 20.39 | 284.5 | 7.17 |
| Manufacturing | 952.88 | 140.89 | 484.49 | 352.99 | 268.87 | 2200.11 | 12.22 |
| Electricity, Gas and Water | 1900.01 | 2.88 | 4.99 | 48.74 | 136.6 | 2093.22 | 6.53 |
| Construction | 2769.94 | 0.0 | 76.59 | 85.17 | 144.6 | 3076.3 | 4.70 |
| Wholesale and retail trade | 1329.42 | 120.15 | 92.11 | 610.42 | 330.46 | 2482.56 | 44.75 |
| Hotels and Restaurants | 7364.05 | 3194.2 | 265.83 | 1901.84 | 2183.67 | 14909.59 | 14.65 |
| Transport, Storage and Communication | 10992.22 | 2524.6 | 735 | 3009.51 | 2359.31 | 19620.63 | 12.02 |
| Financing and Intermediation | 3124.21 | 109.43 | 18.18 | 880.42 | 463.31 | 4595.56 | 10.08 |
| Real Estate, Renting and Business Activity | 1306.08 | 43.51 | 1.27 | 165.27 | 210.63 | 1726.76 | 12.20 |
| Public Administration and Defence, Compulsory Social Security | 16387.52 | 708.51 | 196.75 | 5283.91 | 4228.89 | 26805.57 | 15.78 |
| Education | 17355.36 | 194.64 | 99.32 | 1141.51 | 732.09 | 19522.92 | 3.75 |
| Health and Social Work | 5418.51 | 289.26 | 49.61 | 27.17 | 526.5 | 6311.04 | 8.34 |
| Other community and Social personal Activity | 2911.01 | 38.51 | 77.6 | 500.16 | 279.1 | 3806.38 | 7.33 |
| Total | 75716.87 | 7754.03 | 2245.97 | 14083.19 | 12,677.74 | 112477.79 | 11.27 |

SURVEY QUESTIONNAIRE



**REVOLUTIONARY GOVERNMENT OF ZANZIBAR
OFFICE OF CHIEF GOVERNMENT STATISTICIAN**

EMPLOYMENT AND EARNINGS SURVEY 2008/2009

NAME OF MINISTRY/COMPANY:.....
NAME OF ESTABLISHMENT:.....
IDENTITY NUMBER *(For Office use only)*

Office of Chief Government Statistician , P.O Box 2321, Zanzibar,
Tel. No. 2231869, Fax: (024) 2231742
Email: zanstat@zanlik.com

OR

Office of Chief Government Statistician ,
P.O Box 90, Chake Chake Pemba
Tel. No. 0242452675, Fax: (024) 2452675

SURVEY OF EMPLOYMENT AND EARNINGS 2008/09

Explanatory Notes:

1. These Statistics are collected under the "Statistics Act No.9 of 2007 " of Revolutionary Government of Zanzibar, which makes it legal requirement to complete and return to the Office of the Chief government Statistician.

2. If you have not completed the form it must still be returned with the reason clearly stated below

- (a) No employees
- (b) Business closed
- (c) Business Sold (Give name and address of the new owner)

.....

(d) Other (Specify).....

3. If non - citizen salaries are paid abroad, an estimate should be made for salaries remitted to this country. Directors and Partners receiving regular salaries must be included.

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

5. This form must be returned to the Office of the Chief Government Statistician within two weeks from the day you receive it even if you have no business or no employees.

6. Failure to submit the required information and in time is an offense.

7. All persons receiving monthly, weekly or daily wages must be shown on this form even if they are on leave, absent or sick during 30th June 2009.

8. All information relating to individual firms is confidential and will not be divulged to any other organization.

NUMBER OF EMPLOYEES AS IT WAS ON 30TH JUNE 2009

SECTION A: IDENTIFICATION

1 Name of establishment _____

2 Locatoin

Region _____

District _____

Shehia _____

| For Official use only | | | | | | | |
|-----------------------|-------------------------------------------------------------------------------------------|--|--|--|--|--|--|
| | <table border="1"><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> | | | | | | |
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| | | | | | | | |

3 Adress

P.O.Box _____ Tel. _____

Fax _____ Email: _____

4 OWNERSHIP (write appropriate number)

1 Government

2 Public Enterprises

3 International Organization

4 Citizen

☐

5 Non Citizen

6 NGO's

7 Partnership with Government & Company or Government &Private

8 Private Partnership

9 Faith base Organization

SECTION B: DESCRIPTION OF BUSINESS

1 Name main crop grown/article made or repaired/type of service provided

2 Name any other/crop grown/articles made or repaired/type of service produced

SECTION C: EMPLOYMENT AND EARNINGS

State the cash earnings for the months of June, 2009 of all regular employees before any deduction (basic salary)
Any allowance should be included in section E

| Tshs | | | | | |
|---------------------------------|---------|-----------------------------|----|-----------------------------------------------------------|--------------------------------------------|
| Citizenship | Sex | Number of Regular Employees | | Cash earnings during June 2009 (to the nearest shillings) | Average Salary for the month of June, 2009 |
| (a) | (b) | (c) | | (d) | (e) = (d)/(c) |
| Citizen (Tanzanian's) | Males | 01 | 02 | | |
| | Females | 03 | 04 | | |
| | Total | 05 | 06 | | |
| Non - Citizen (Non Tanzanian's) | Males | 07 | 08 | | |
| | Females | 09 | 10 | | |
| | Total | 11 | 12 | | |

(b) Temporary Employees in Contract Basis

| Tshs | | | | | |
|---------------------------------|---------|------------------------------|----|-----------------------------------------------------------|--------------------------------------------|
| Citizenship | Sex | Number of Contract Employees | | Cash earnings during June 2009 (to the nearest shillings) | Average Salary for the month of June, 2009 |
| (a) | (b) | (c) | | (d) | (e) = (d)/(c) |
| Citizen (Tanzanian's) | Males | 01 | 02 | | |
| | Females | 03 | 04 | | |
| | Total | 05 | 06 | | |
| Non - Citizen (Non Tanzanian's) | Males | 07 | 08 | | |
| | Females | 09 | 10 | | |
| | Total | 11 | 12 | | |

SECTION D: Wage rate (shs per month)

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

| Salary Range and Sex | Male | | Female | Total |
|------------------------|------|----|--------|-------|
| Under 50,000/= | 01 | 02 | | |
| 50,000/= to 99,999/= | 03 | 04 | | |
| 100,000/= to 199,999/= | 05 | 06 | | |
| 200,000/= to 299,999/= | 07 | 08 | | |
| 300,000/= to 399,999/= | 09 | 10 | | |
| 400,000/= to 499,999/= | 11 | 12 | | |
| 500,000/= and Over | 13 | 14 | | |
| TOTAL | 15 | 16 | | |

SECTION E: BENEFITS

BENEFITS: Other benefits who are paid employees from July 2008 to June 2009

| OTHER BENEFITS | | TShs |
|--------------------------------------------|----|------|
| Food allowance or free ration(Tea & Lunch) | 01 | TShs |
| Paid Leave | 02 | TShs |
| Housing allowance | 03 | TShs |
| Transport allowance | 04 | TShs |
| ZSSF 10%.NSSF.PPF.etc. | 05 | TShs |
| Over time | 06 | TShs |
| Outfit allowance | 07 | TShs |
| Uniform for employees | 08 | TShs |
| Acting allowance | 09 | TShs |
| Bicycles | 10 | TShs |
| Risk allowance | 11 | TShs |
| Petrol allowance | 12 | |
| Electricity allowance | 13 | |
| House servant allowance | 14 | TShs |
| Telephone allowance | 15 | TShs |
| Refreshments allowance | 16 | TShs |
| Others Development Expenditure allowance | 17 | TShs |
| Others (Specify) | | |
| | 18 | TShs |
| | 19 | TShs |
| | 20 | TShs |

SECTION F: CASUAL WORKERS

| | | | | | | Tshs | |
|---------|--------------------------------------------------------|--|----|--------------------------------------------|----|------------------------------------------------|-------------------------------------------|
| Sex | Number of casual workers employed as on 30th June 2009 | | | Total person days worked during June, 2009 | | Total cash earnings for the month of June 2009 | Average salary for the month of June,2009 |
| Males | 01 | | 02 | | 03 | | |
| Females | 04 | | 05 | | 06 | | |
| Total | 07 | | 08 | | 09 | | |

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

Person days means the sum of the total number of days worked by each person during the month, whether he/she was actually employed on 30th June or not. e.g. if one employee have worked for 10 days and other two employees have each worked for 20 days, **the total person days worked** = (1 x10) + (2x20) = 50 person days

| SECTION: G | | | | | | | | | | | | | | | |
|----------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--|--|-----------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------|--|--|------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------------------|----------------------|--------|
| NUMBER OF NEW WORKERS EMPLOYED DURING THE LAST 12 MONTHS | | | | | | | | | | | | | | | |
| JULY 2008 - JUNE 2009 | | | | | | | | | | | | | | | |
| Serial Number | 1.Occupational Title (write in full) eg. Accountant | 2. Highest level of education Tertiary University.....1 Tertiary Non Universit....2 College(cheti/diploma) ...3 Vocational Education4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7 | For Official Use Only TASCO | | | 3a. Main subject of training eg. Accountancy | 3b. Is there any consistence between Occupational and subject of training 1= Yes, 2= No | For Official Use Only | | | 4. Citizenship Tanzania1 Kenya.2 Uganda..... 3 Burundi4 Ruwanda5 Other6 | 5. Employment Status Permanent1 Contract..... 2 Casual3 Apprentices...4 Other5 | 6.Starting Salary (Tshs.) | 7. Workers by Gender | |
| | | | | | | | | | | | | | | Total | |
| | | | | | | | | | | | | | | Male | Female |
| | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| 1 | | | | | | | | | | | | | | | |
| 2 | | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| 5 | | | | | | | | | | | | | | | |
| 6 | | | | | | | | | | | | | | | |
| 7 | | | | | | | | | | | | | | | |
| 8 | | | | | | | | | | | | | | | |
| 9 | | | | | | | | | | | | | | | |
| 10 | | | | | | | | | | | | | | | |
| 11 | | | | | | | | | | | | | | | |
| 12 | | | | | | | | | | | | | | | |

SECTION H:

CURRENT JOB VACANCIES

| Serial Number | 1.Occupational Title | For Official Use Only | 2. Required level of education Tertiary University.....1 Tertiary Non Universit.....2 College(cheti/diploma)3 Vocational Education4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7 | 3. Main qualification/skill required (write in full) | 4. Required work experience Not required1 1 to 2 years2 3 to 4 years3 5 or more years4 | 5. Existing vacancies are due to Fell vacant.....1 Unfilled post.....2 New position.....3 | 6. Gender Preference Male.....1 Female.....2 Male/Female.....3 | 7. Number of vacancies | 8. Number of Persons Retired |
|---------------|----------------------|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|------------------------|------------------------------|
| | | | | | | | | | |
| 1 | | | | | | | | | |
| 2 | | | | | | | | | |
| 3 | | | | | | | | | |
| 4 | | | | | | | | | |
| 5 | | | | | | | | | |
| 6 | | | | | | | | | |
| 7 | | | | | | | | | |
| 8 | | | | | | | | | |
| 9 | | | | | | | | | |
| 10 | | | | | | | | | |
| 11 | | | | | | | | | |
| 12 | | | | | | | | | |

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

Name _____ Tel No. _____

Signature _____ Date _____

THANK YOU FOR YOUR CO - OPERATION