



REVOLUTIONARY GOVERNMENT OF ZANZIBAR



OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2015/16 ZANZIBAR



ANALYTICAL REPORT

Office of the Chief Government Statistician, Zanzibar

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OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

MINISTRY OF FINANCE AND PLANNING ZANZIBAR

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY

REPORT - 2015/16

MARCH, 2017

FOREWORD

The Formal Sector Employment and Earnings Survey (FSEES) reports are series of annual publications produced by Office of the Chief Government Statistician (OCGS). The 2015/16 FSEES report provides the basis of information on employment and earnings which covers all Government Ministries, Government Parastatal, and for Private Institutions engaging five or more employees. The survey excludes servants in private households, non-salaried working proprietors, and non-salaried family workers. As for earnings, the survey captures payments in cash or in kind paid to employees, also excludes all payments done for office consumption like repairing of office, fuel for office vehicles, stationeries and the like.

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

This report is the product of the efforts made by staff of Labour Statistics Unit under the Social and Demographic Statistics Section.

The Office of Chief Government Statistician invites constructive comments and contributions for further improvement of this report.



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LIST OF ABBREVIATIONS

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

EXECUTIVE SUMMARY

Formal Employment and Earnings is an annual survey conducted by the Office of the Chief Government Statistician, Labour Statistics Unit under Social Statistics Section. The main objective of the survey is to provide information on employment and earnings to be used for planning, policy formulation, and in decision-making processes. The specific objectives were to obtain the total number of employees of formal establishments from both government and private sectors, to obtain information about salaries paid to employees and wage bills used for employees. The survey collects information on employees, such as total number, sex, citizenship, employment term, earnings, allowances and other benefit paid to employees.

This report illustrates the methods and findings of the survey. It consists of five chapters, namely: oncept, Definition and Survey Methodology, Employment, Wage rate, Cash earnings and Wage bill.

Employment

The employed persons in formal sectors were 54,302 out of whom 30,518 (56.2 percent) were males and 23,784 (43.8 percent) were females. Out of total employment, 59.0 percent were engaged in Government sector, 31.3 percent in Private sector and 9.7 percent in Parastatals.

Classification by terms of employment reported that 74.1 percent (40,237 employees) were regular employees. Contractual and casual employees comprised 20.9 percent (11,328 employees) and 5.0 percent (2,737 employees) respectively. Non-citizen employees account for only 1.1 percent of total employment.

Employment by industry shows that about 28.8 percent of employees were engaged in Education sector while 19.4 percent were in Public administration. The industry with the least number of employees was real estate which has 0.1 percent of total employment.

Wage Rate

On average, more than half (56.2 percent) of regular citizen employees earn between 100,000 – 299,999 shillings per months. In the Government sector the majority of regular citizen employees (33.4 percent) earn between TZS 200,000 and TZS 299,999 while for parastatals the majority (32.5 percent) earn 500,000 and above. For private sector 44.5 percent of employees earn TZS 100,000 to

TZS 199,999. The majority of female regular citizen (37.8 percent) earn between TZS 200,000-299,999 per month while most males (29.2 percent) earn between TZS 100,000 and 199,999 per months.

Cash Earnings

The average monthly salary of regular employees was TZS 386,347 per month where males earn TZS 416,230 and females earn TZS 352,766 per month. The average monthly salary of Parastatal employees was observed to be TZS 623,730, the Government employees' average salary was 361,003 while for private employees it was 338,031.

Annual Wage Bill

According to this survey, the annual wage bill is the employers cost which includes annual salary, free rations and other benefits. The percentage share of annual salary was high compared to percentage share of other benefit and free rations. On average, the percentage share of annual salary from the total wage bill was 80.8 percent while the percentage share of other benefits was 17.5 percent.

Summary of Key Indicators by Sex, 2015/16 Formal Sector Employment and Earnings Survey

Indicators	Male	Female	Total
Total Employees	30,518	23,784	54,302
Government	15,700	16,357	32,057
Government Parastatal	3,637	1,629	5,266
Private	11,181	5,798	16,979
Total Employment by Types of Contact			
Regular Employees	21,327	18,910	40,237
Temporary Employees	7,381	3,947	11,328
Casual Employees	1,810	927	2,737
Regular Employment by Citizenship			
Citizen	30,087	23,612	53,699
Non citizen	431	172	603
Distribution of Citizen Employees by Sector and Wage Rates			
Government	14,619	15,665	30,284
Below TZS 200,000	4,477	3,084	7,561
Between 200,000 and 499,999	7,250	10,838	18,088
TZS 500,000+	2,892	1,743	4,635
Government Parastatal	3,038	1,303	4,341
Below TZS 200,000	112	109	221
Between 200,000 and 499,999	1,941	770	2,711
TZS 500,000+	985	424	1,409
Private	3,544	1,898	5,442
Below TZS 200,000	1,638	890	2,528
Between 200,000 and 499,999	1,403	768	2,171
TZS 500,000+	503	240	743
Average Monthly Earning by Sector	416,230	352,766	386,347
Government	385,130	338,486	361,003
Government Parastatal	634,224	599,264	623,730
Private	357,648	301,402	338,031

CHAPTER ONE: CONCEPT, DEFINITION AND SURVEY METHODOLOGY

1.0 Introduction

Formal Sector Employment and Earnings Survey (FSEES) is an annual survey conducted by the Office of Chief Government Statistician (OCGS) under department of Social and Demographic Statistics. Data collection covers all Public and Parastatal institutions as well as all registered Private establishments with five or more employees. This survey exclude military institutions. This survey also excludes servants in private households, non-salaried working proprietors, and non-salaried family workers.

1.1 Objective of the Survey

The main objective of FSEES is to obtain comprehensive data on employment numbers in the formal sector and the status of employment and the earnings as well as to gain information and to understand the characteristics of the labour market. The specific objectives were:-

- To obtain the total number of employees in formal establishments, both government and private sectors.
- To obtain knowledge of salaries paid to employees.
- To obtain knowledge of wage bills paid by employers.

1.2 The Scope

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

1.3 Concepts and Definitions

1.3.1 Employee/Worker

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

1.3.2 Regular Employee

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

1.3.3 Casual Workers

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

1.3.4 Wage Rate

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

1.3.5 Cash Earnings

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

1.3.6 Annual Wage-Bill

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

1.3.7 Free Ration

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

1.3.8 Housing Allowance

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

1.3.9 Paid Leave Allowance

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

1.3.10 Social Security Fund

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

1.3.11 Government Sector

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

1.3.12 Parastatals Sector

The term Parastatals Sector includes autonomous Government Institutions.

1.3.13 Private Sector

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

1.4 Methodology

The Formal Sector Employment and Earnings Survey was conducted in 2015/2016 by the Office of the Chief Government Statistician. The survey based on formal establishments worked in Zanzibar and data was collected from all Government institutions, Government Parastatals and formal private establishments with five and above employees. In this survey, establishment is the unit which is a legal economic entity engaging itself in any kind of economic activity at a fixed location.

The survey followed the financial year whereby the recorded total number of employees and their salaries was taken at June while free rations and other benefits were reported for the whole year.

CHAPTER TWO: EMPLOYMENT

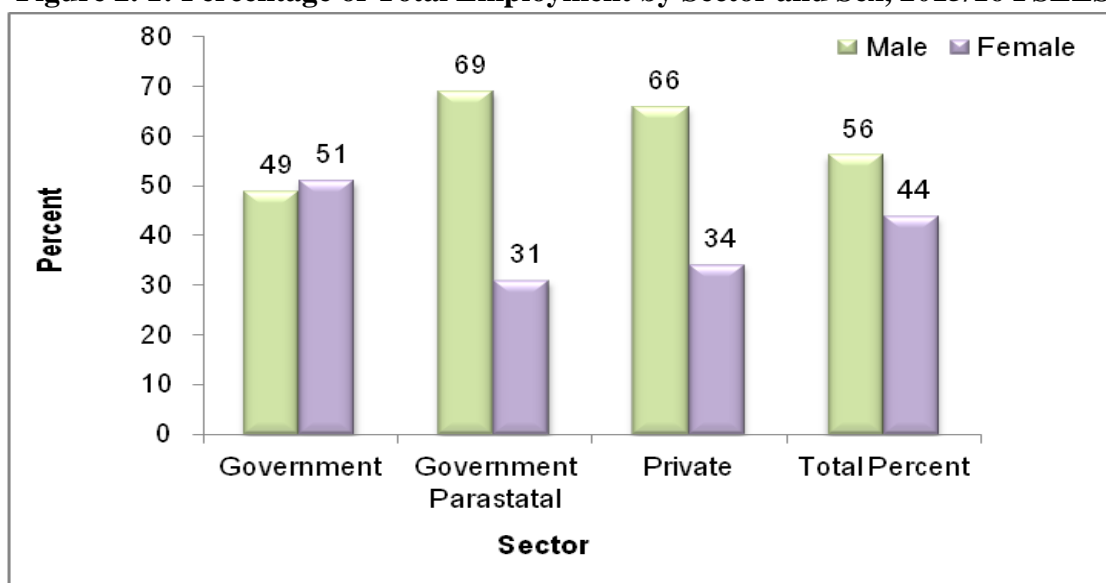
2.0 Introduction

This chapter presents total employment as at June, 2016 which shows the analysis of employees by sex, sector and industry. It also looks at the type of employment an employee has and their citizenship.

2.1 Employment by Sector

Figure 2.1 depict that the proportion of male employees was higher (56 percent) than the proportion of female employees (44 percent). Unlike the Government sector, both Government Parastatals and Private sectors had higher proportions of male employees than female employees.

Figure 2. 1: Percentage of Total Employment by Sector and Sex, 2015/16 FSEES



The results from Table 2.1 revealed that, 56.2 percent of total employees were male while 43.8 percent were female employees. Government Parastatals and Private sectors had more variation between the two sexes. The proportion of male employees was almost double compared with the proportion of female employees while in Government sector there was less discrepancy where the proportion of males (49 percent) and females (51 percent) were almost the same.

Table 2. 1: Percentage of Total Employment by Sector and Sex, 2015/16 FSEES

Sector	Male	Female	Total
Government	49.0	51.0	100
Government Parastatal	69.1	30.9	100
Private	65.9	34.1	100
Total Percent	56.2	43.8	100
Total Employment	30,518	23,784	54,302

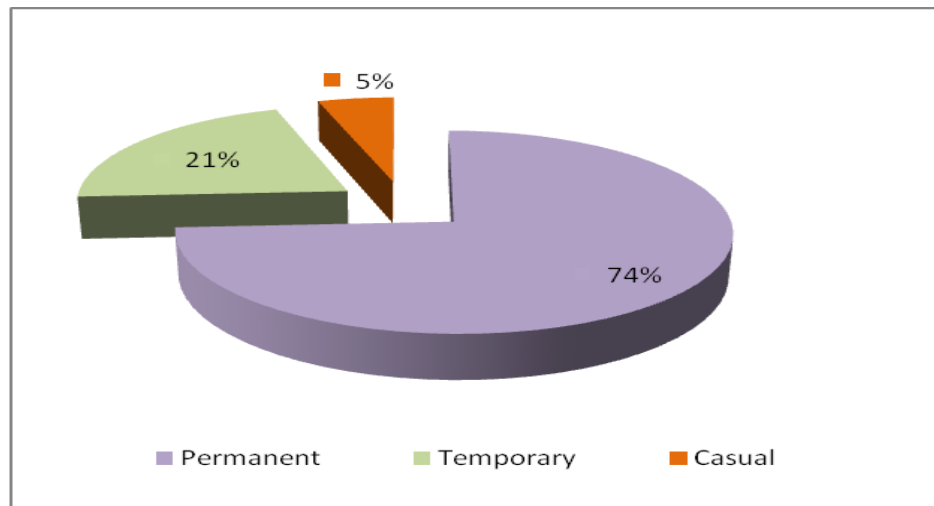
The result shows that, out of the employed persons, 59 percent were employed in the Government sector, 9.7 percent in Government Parastatals and 31.3 percent in the Private sector. When looking at sex, out of 30,518 male employees, the Government sector had more male employees (51.4 percent) than the other two sectors. On the other hand, about 68.8 percent of female employees were employed in the Government sector followed by those employed in the private sector (24.4 percent), Table 2.2.

Table 2. 2: Percentage of Total Employment by Sector and Sex, 2015/16 FSEES

Sector	Male	Female	Total
Government	51.4	68.8	59.0
Government Parastatal	11.9	6.8	9.7
Private	36.6	24.4	31.3
Total Percent	100	100	100
Total Number	30,518	23,784	54,302

The analysis from the findings depicts that, about three quarters (74 percent) of total employees have permanent contracts and less than ten percent (5 percent) were casually employed, Figure 2.2.

Figure 2. 2: Percentage of Total Employment by Types of Contract, 2015/16 FSEES



The Government sector has more permanent workers compared with the remaining sectors whereby almost eight in every ten permanent employees (75.3 percent) were employed by the Government sector. While the private sector has more workers with temporary (81.3 percent) and casual (78.8 percent) contract than other two remaining sectors.

Amongst permanent employed male 68.5 percent were employed in Government sector while in private sector majority of males (82.3 percent) were employed as temporary employees and casual male account for 79.3 percent of the total.

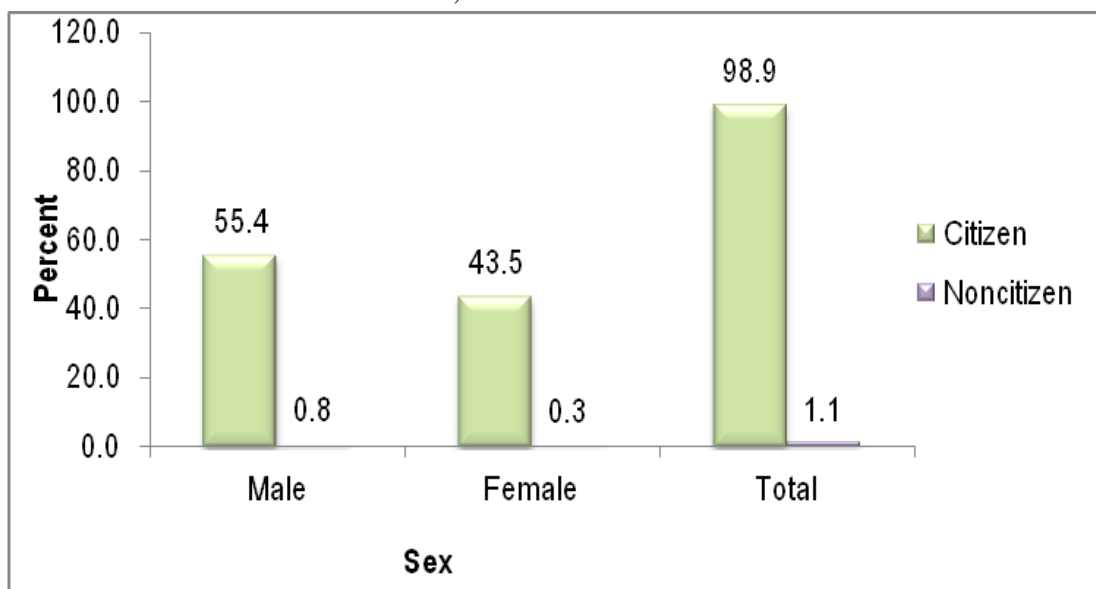
Most females who worked as casual employees were employed in the private sector (77.7 percent) followed by the Government Parastatal sector which accounted for 19.2 percent. On the other hand, females employed temporarily were of a greater number in the private sector (79.5 percent). Females who were permanently employed were more common in Government sector (82.5 percent) compared to other sectors, Table 2.3.

Table 2. 3: Percentage of Total Employment by Sector, Types of Contract and Sex, 2015/16 FSEES

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	68.5	82.8	75.3	14.3	16.8	15.2	1.5	3.1	2.0	51.4	68.8	59.0
Government Parastatal	14.2	6.9	10.8	3.4	3.7	3.5	19.2	19.2	19.2	11.9	6.8	9.7
Private	17.2	10.3	13.9	82.3	79.5	81.3	79.3	77.7	78.8	36.6	24.4	31.3
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	21,327	18,910	40,237	7,381	3,947	11,328	1,810	927	2,737	30,518	23,784	54,302

Figure 2.3 reveals that, almost 99 percent of employees were citizen of which 55 percent were male employees and 44 percent were female employees. Non-citizens had a small proportion (1.1 percent) of the total employment.

Figure 2. 3: Percentage Distribution of Total Employment by Citizenship and Sex, 2015/16 FSEES



Most of the citizen employees (Table 2.4) were engaged in Government sector (59.6 percent) while the majority of non-citizen employees (94.2 percent) worked in the private sector. The number of both male and female non-citizen employees was higher in the Private sector which accounted for 94.4 and 93.6 percent of their total employment respectively.

Table 2. 4: Percentage Distribution of Total Employment by Sector, Citizenship and Sex, 2015/16 FSEES

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	52.1	69.2	59.6	4.6	4.7	4.6	51.4	68.8	59.0
Government Parastatal	12.1	6.9	9.8	0.9	1.7	1.2	11.9	6.8	9.7
Private	35.8	23.9	30.6	94.4	93.6	94.2	36.6	24.4	31.3
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	30,087	23,612	53,699	431	172	603	30,518	23,784	54,302

2.2 Employment by Industry

Table 2.5 shows that there was high variation within industries whereby education formed the highest number of 15,653 employees out of the total employees followed by public administration and defense, compulsory social security with 10,540 number of employees, and accommodation and food services activities with 9,109 employees.

The industries with the least number of workers were real estate activities (65 employees) and other service activities (91 employees).

Education had a higher number of female employees (9,557 employees) compared with public administration and defense, compulsory social security which account for 6,695 employees.

Table 2. 5: Number of Total Employees by Industry and Sex, 2015/16 FSEES

Industry	Male	Female	Total
Agriculture, forestry and fishing	1,449	821	2,270
Mining and Quarrying	102	114	216
Manufacturing	1,148	433	1,581
Electricity, gas, steam and air conditioning supply	621	131	752
Water supply; sewerage, waste management and remediation activities	1,151	753	1,904
Construction	1,136	158	1,294
Wholesale and retail trade; repair of motor vehicles and motorcycles	895	445	1,340
Transportation and storage	1,607	658	2,265
Accommodation and food services activities	6,069	3,040	9,109
Information and communication	541	454	995
Financial and insurance activities	294	184	478
Real estate activities	38	27	65
Professional, scientific and technical activities	492	222	714
Administrative and support service activities	246	37	283
Public administration and defense; compulsory social security	6,695	3,845	10,540
Education	6,096	9,557	15,653
Human health and social work activity	1,746	2,774	4,520
Art, entertainment and recreation	137	95	232
Other service activities	55	36	91
Total Employment	30,518	23,784	54,302

Table 2.6 reveals that out of 32,057 of the Government workers, 41.6 percent of employees worked in education followed by 29.9 percent of employees who worked in public administration and defense; compulsory social security. Most male employees (37.8 percent) in Government work in “public administration and defense; compulsory social security” while most of female employees work in education (51.3 percent).

In the Parastatal sector, transportation and storage was a leading industry with 31.7 percent of employees followed by electricity, gas, steam and air conditioning supply accounting for 14.3 percent. Both males and females have a high proportion of employees working in transportation and storage (30.3 and 34.9 percent respectively).

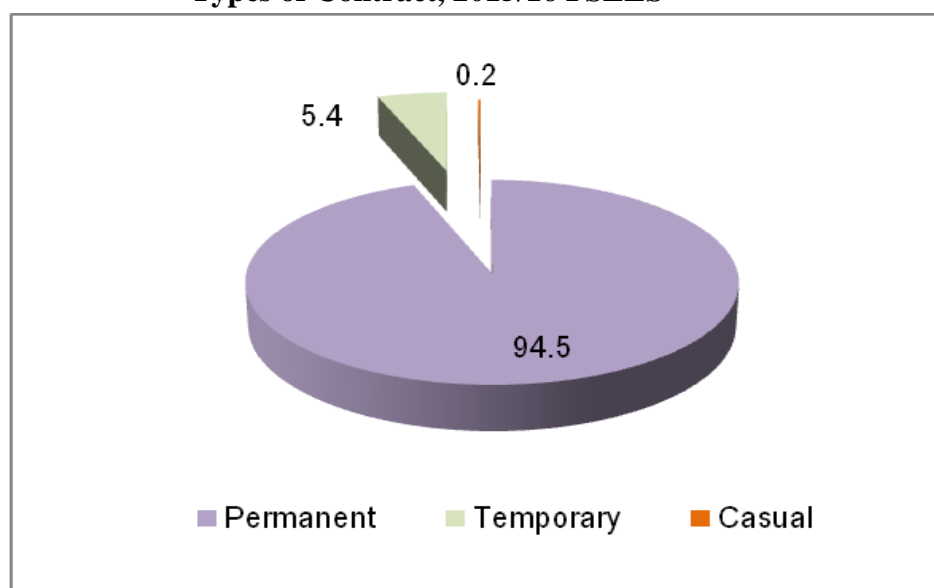
In the Private sector, accommodation and food services activities had the highest proportion of employees with 53.6 percent.

Table 2. 6: Percentage Distribution of Total Employment by Industry, Sector and Sex, 2015/16 FSEES

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	9.2	5.0	7.1	0.0	0.0	0.0	0.0	0.0	0.0	4.7	3.5	4.2
Mining and Quarrying	0.0	0.0	0.0	0.0	0.0	0.0	0.9	2.0	1.3	0.3	0.5	0.4
Manufacturing	0.5	0.3	0.4	2.7	5.5	3.6	8.7	5.0	7.4	3.8	1.8	2.9
Electricity, gas, steam and air conditioning supply	0.0	0.0	0.0	17.1	8.0	14.3	0.0	0.0	0.0	2.0	0.6	1.4
Water supply; sewerage, waste management and remediation activities	3.6	4.0	3.8	16.1	5.6	12.8	0.0	0.0	0.0	3.8	3.2	3.5
Construction	4.8	0.6	2.7	0.0	0.0	0.0	3.4	1.0	2.6	3.7	0.7	2.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	0.0	0.0	0.0	6.0	7.9	6.6	6.1	5.5	5.9	2.9	1.9	2.5
Transportation and storage	0.0	0.0	0.0	30.3	34.9	31.7	4.5	1.5	3.5	5.3	2.8	4.2
Accommodation and food services activities	0.0	0.0	0.0	0.0	0.0	0.0	54.3	52.4	53.6	19.9	12.8	16.8
Information and communication	0.0	0.0	0.0	5.9	14.0	8.4	2.9	3.9	3.3	1.8	1.9	1.8
Financial and insurance activities	0.0	0.0	0.0	5.1	6.4	5.5	1.0	1.4	1.1	1.0	0.8	0.9
Real estate activities	0.0	0.0	0.0	1.0	1.5	1.1	0.0	0.1	0.0	0.1	0.1	0.1
Professional, Scientific and technical activities	2.7	1.2	1.9	1.3	1.1	1.2	0.1	0.2	0.2	1.6	0.9	1.3
Administrative and support service activities	0.0	0.0	0.0	0.0	0.0	0.0	2.2	0.6	1.7	0.8	0.2	0.5
Public administration and defense; compulsory social security	37.8	22.3	29.9	8.9	7.5	8.5	3.9	1.2	3.0	21.9	16.2	19.4
Education	31.4	51.3	41.6	5.1	6.2	5.4	8.7	18.4	12.0	20.0	40.2	28.8
Human health and social work activity	9.5	14.9	12.2	0.0	0.0	0.0	2.3	5.9	3.5	5.7	11.7	8.3
Art, entertainment and recreation	0.4	0.3	0.4	0.5	1.4	0.8	0.5	0.3	0.4	0.4	0.4	0.4
Other service activities	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.6	0.5	0.2	0.2	0.2
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	15,700	16,357	32,057	3,637	1,629	5,266	11,181	5,798	16,979	30,518	23,784	54,302

Nine in every ten of Government employees were permanently employed (94.5 percent), where as 5.4 percent were temporary employees and the casually employed made up only 0.2 percent of employees, Figure 2.4.

Figure2. 4: Percentage Distribution of Government Employees by Types of Contract, 2015/16 FSEES



Among Government employees who were working in the agriculture industry, all were permanent workers of which males had a higher proportion of 64 percent and females account for 36.2 percent. Only a few industries in the Government sector had employees who were casually employed. These were employed in the industry of water supply; sewerage, waste management and remediation activities (18.1 percent) and “public administration and defense; compulsory social security” which accounted for 7.2 percent who were employed temporarily, Table 2.7 below.

Table 2. 7: Percentage Distribution of Employment by Industry, Types of Contract and Sex, 2015/16 FSEES - Government

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	63.8	36.2	100	0	0	0	0	0	0	63.8	36.2	100
Manufacturing	59.5	40.5	100	0	0	0	0	0	0	59.5	40.5	100
Water supply; sewerage, waste management and remediation activities	37.5	43.7	81.3	8	10.1	18.1	0.6	0.1	0.7	46.1	53.9	100
Construction	88	12	100	0	0	0	0	0	0	88	12	100
Professional, Scientific and technical activities	68.2	30.7	98.9	1.1	0	1.1	0	0	0	69.3	30.7	100
Public administration and defence; compulsory social security	56.5	36.3	92.7	5.4	1.8	7.2	0	0	0.1	61.9	38.1	100
Education	34.1	60.7	94.8	2.8	2.1	4.9	0.1	0.2	0.3	37	63	100
Human health and social work activity	36.7	59.7	96.4	1.4	2.3	3.6	0	0	0	38.1	61.9	100
Art, entertainment and recreation	54.2	45.8	100	0	0	0	0	0	0	54.2	45.8	100
Total Percent	45.6	48.9	94.5	3.3	2.1	5.4	0.1	0.1	0.2	49	51	100
Total Number	14,619	15,665	30,284	1,054	663	1,717	27	29	56	15,700	16,357	32,057

Table 2.8 states that 82.5 percent among the workers employed in Government Parastatal were permanently employed, 10 percent were casual workers and 7.6 percent were employed on a temporary basis.

Information and communication had the highest percentage of permanent employees (96.4 percent) compared with temporary employees at 3.6 percent. Financial and insurance activities had 79.0 percent of permanent employees of which 53.3 percent were male and 25.8 percent female. Similarly, in the same industry, 21.0 percent were temporary employees.

Table 2. 8: Percentage Distribution of Employment by Industry, Types of Contract and Sex, 2015/16 FSEES –Government Parastatal

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	26.1	23.4	49.5	0	0	0	26.6	23.9	50.5	52.7	47.3	100
Electricity, gas, steam and air conditioning supply	80.9	17.4	98.3	1.7	0	1.7	0	0	0	82.6	17.4	100
Water supply; sewerage, waste management and remediation activities	85.2	13.5	98.7	1.3	0	1.3	0	0	0	86.5	13.5	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	55.8	22.3	78.0	6.9	15.0	22.0	0	0	0	62.7	37.3	100
Transportation and storage	41.4	22.9	64.3	6.8	3.2	9.9	17.8	8	25.7	65.9	34.1	100
Information and communication	44.9	51.5	96.4	3.6	0	3.6	0	0	0	48.5	51.5	100
Financial and insurance activities	53.3	25.8	79.0	10.7	10.3	21.0	0	0	0	63.9	36.1	100
Real estate activities	60	40	100	0	0	0	0	0	0	60	40	100
Professional, Scientific and technical activities	60	24.6	84.6	12.3	3.1	15.4	0	0	0	72.3	27.7	100
Public administration and defence; compulsory social security	65.5	26.2	91.7	7.2	1.1	8.3	0	0	0	72.6	27.4	100
Education	62.9	33.2	96.2	1.7	2.1	3.8	0	0	0	64.7	35.3	100
Art, entertainment and recreation	47.6	52.4	100	0	0	0	0	0	0	47.6	52.4	100
Total Percent	57.7	24.7	82.5	4.8	2.8	7.6	6.6	3.4	10	69.1	30.9	100
Total Number	3,039	1,303	4,342	251	148	399	347	178	525	3,637	1,629	5,266

Table 2.9 shows that 33 percent (5,611 employees) of the total employees in the private sector were permanently employed, 54.3 percent were on temporary basis and 12.7 percent were casually employed.

Accommodation and food services activities employ 68.2 percent of employees on temporary 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 seven percent (6.6 percent). In education most of the employees were permanent with 40.9 percent, followed by those employed on temporary basis with 56 percent and casual employees with 3.1 percent. Most of workers employed in the manufacturing industry were casual (44.8 percent) followed by permanent employees (31.2 percent) and least were temporary employees (24 percent).

Table 2. 9: Percentage Distribution of Employment by Industry, Types of Contract and Sex, 2015/16 FSEES -Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mining and Quarrying	0	0	0	0	1.4	1.4	47.2	51.4	98.6	47.2	52.8	100
Manufacturing	21.8	9.4	31.2	19.8	4.2	24.0	35.3	9.4	44.8	76.9	23.1	100
Construction	22.4	5.9	28.3	51.7	4.5	56.2	13.2	2.3	15.4	87.3	12.7	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	31.3	14.5	45.8	24.7	16.8	41.5	12.2	0.5	12.7	68.2	31.8	100
Transportation and storage	49.0	10.6	59.6	33.7	2.9	36.5	2.4	1.5	3.9	85	15.0	100
Accommodation and food services activities	17.2	8.0	25.2	44.9	23.2	68.2	4.4	2.2	6.6	66.6	33.4	100
Information and communication	21.6	10.0	31.5	2.4	1.1	3.4	35.1	29.9	65	59.1	40.9	100
Financial and insurance activities	50.8	29.4	80.2	7.0	12.8	19.8	0	0	0	57.8	42.2	100
Real estate activities	20.0	0	20.0	20.0	60.0	80.0	0	0	0	40.0	60.0	100
Professional, Scientific and technical activities	0	0	0	51.9	48.1	100	0	0	0	51.9	48.1	100
Administrative and support service activities	27.6	4.6	32.2	54.1	8.1	62.2	5.3	0.4	5.7	86.9	13.1	100
Public administration and defence; compulsory social security	51.1	10.4	61.4	35	3.1	38.2	0	0.4	0.4	86.1	13.9	100
Education	18.8	22.1	40.9	27.7	28.3	56.0	1.3	1.8	3.1	47.8	52.2	100
Human health and social work activity	21.4	33.5	54.9	14.8	15.5	30.3	6.2	8.6	14.8	42.4	57.6	100
Art, entertainment and recreation	23.6	9.7	33.3	31.9	6.9	38.9	18.1	9.7	27.8	73.6	26.4	100
Other service activities	45.1	33.0	78.0	9.9	1.1	11.0	5.5	5.5	11	60.4	39.6	100
Total Percent	21.6	11.4	33.0	35.8	18.5	54.3	8.3	4.2	12.7	65.9	34.1	100
Total Number	3,669	1,942	5,611	6,076	3,136	9,212	1,436	720	2,156	11,181	5,798	16,979

Among the citizen employees, three in every ten workers (15,567 employees) were employed in education while two in every ten workers (10,536 employees) were in “public administration and defense; compulsory social security” and 6,694 employees among the citizen employees working in the same industry were males. Most of the female citizen workers were employed in education (9,525 employees).

Non-citizen workers in Zanzibar were employed mainly in two industries: out of 603 employees, 377 employees were employed in accommodation and food services while 86 employees were employed in education, Table 2.10.

Table 2. 10: Percentage Distribution of Total Employment by Industry, Citizenship and Sex, 2015/16 FSEES

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,449	821	2,270	0	0	0	1,449	821	2,270
Mining and Quarrying	102	114	216	0	0	0	102	114	216
Manufacturing	1,111	432	1,543	37	1	38	1,148	433	1,581
Electricity, gas, steam and air conditioning supply	621	131	752	0	0	0	621	131	752
Water supply; sewerage, waste management and remediation activities	1,150	753	1,903	1	0	1	1,151	753	1,904
Construction	1,124	151	1,275	12	7	19	1,136	158	1,294
Wholesale and retail trade; repair of motor vehicles and motorcycles	869	443	1,312	26	2	28	895	445	1,340
Transportation and storage	1,595	655	2,250	12	3	15	1,607	658	2,265
Accommodation and food services activities	5,805	2,927	8,732	264	113	377	6,069	3,040	9,109
Information and communication	539	454	993	2	0	2	541	454	995
Financial and insurance activities	294	184	478	0	0	0	294	184	478
Real estate activities	38	27	65	0	0	0	38	27	65
Professional, Scientific and technical activities	492	221	713	0	1	1	492	222	714
Administrative and support service activities	245	36	281	1	1	2	246	37	283
Public administration and defense; compulsory social security	6,694	3,842	10,536	1	3	4	6,695	3,845	10,540
Education	6,042	9,525	15,567	54	32	86	6,096	9,557	15,653
Human health and social work activity	1,726	2,766	4,492	20	8	28	1,746	2,774	4,520
Art, entertainment and recreation	136	94	230	1	1	2	137	95	232
Other service activities	55	36	91	0	0	0	55	36	91
Total	30,087	23,612	53,699	431	172	603	30,518	23,784	54,302

CHAPTER THREE: WAGE RATE

3.0 Introduction

This chapter presents information on the average gross earnings of formal regular citizen employees by salary range. The analysis incorporates regular citizens only.

3.1 Wage of Regular Citizens

The majority of employees (30.8 percent) earned between TZS 200,000 to TZS 299,999 and below one percent of employees (0.3 percent) earned less than TZS 100,000, as shown in Table 3.1. It further indicates that one fifth of employees (25.5 percent) earned less than TZS 200,000 per month (29.2 percent for male employees and 21.2 percent for female employees). In addition to that there was a large divergence in gross earnings for both males and females across the wage groups. One in every ten employees earned TZS 500,000 and above accounting for 16.9 percent only; for male employees this is 20.7 percent and 12.8 percent for female employees.

Table 3. 1: Total Number of Regular Citizen Employee by Wage Group and Sex, 2015/16 FSEES

Wage Group	Male	Female	Total
Under 100,000	0.1	0.4	0.3
100,000-199,999	29.2	21.2	25.5
200,000-299,999	24.5	37.8	30.8
300,000-399,999	12.6	15.6	14.1
400,000-499,999	12.8	12.1	12.5
500,000 +	20.7	12.8	16.9
Total Percent	100	100	100
Total Number	21,201	18,866	40,067

3.2 Wage of Regular Citizen Employees by Sector

Table 3.2 indicates the overall monthly wage structure of three sectors: Government, Government parastatal and private sector. Three in every ten (25.8 percent) of all employees and about half (46.5 percent) in the private sector are paid less than TZS 200,000. Less than half (46.2 percent) are female employees and 46.9 percent are male employees. It should be noted that the private sector is the only one that pays salaries under TZS 100,000 in which 2.0 percent of employees are located in this salary range.

As observed in other sectors, the private sector a large proportion of workers (44.5 percent) paid between TZS 100,000 and 199,999, with slightly difference in proportion between males and females. On the other hand, 23.6 percent of workers engaged in Government Parastatals earned between TZS 300,000-399,999 while 32.5 percent earned more than TZS 500,000 per month.

Table 3. 2: Percentage of Regular Citizen Employees by Wage Group, Sector and Sex, 2015/16 FSEES

Wage Group	Government			Government Parastatals			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 100,000	0.0	0.0	0.0	0.0	0.0	0.0	0.8	4.2	2.0	0.1	0.4	0.3
100,000-199,999	30.6	19.7	25.0	3.7	8.4	5.1	45.4	42.7	44.5	29.2	21.2	25.5
200,000-299,999	25.6	40.6	33.4	19.0	17.3	18.5	24.8	28.9	26.3	24.5	37.8	30.8
300,000-399,999	11.0	16.2	13.7	24.0	22.6	23.6	9.7	6.7	8.7	12.6	15.6	14.1
400,000-499,999	13.0	12.4	12.7	20.9	19.3	20.4	5.1	4.8	5.0	12.8	12.1	12.5
500,000 +	19.8	11.1	15.3	32.4	32.5	32.5	14.2	12.6	13.7	20.7	12.8	16.9
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	14,619	15,665	30,284	3,038	1,303	4,341	3,544	1,898	5,442	21,201	18,866	40,067

3.3 Wages of Regular Citizen Employees by Industry

Table 3.3 reveals that ‘public administration and defense compulsory social security’ has the highest proportion of employees (32.7 percent) earning a monthly wage rate between TZS 100,000 and 199,999 followed by ‘Agriculture, forestry and fishing’ where 14.2 percent of employees are paid the same monthly wage group. There are some industries that paid below TZS 100,000 per month, Among other industries education accounts for 78 percent of employees who were paid less than TZS 100,000.

On the other hand, Education has the highest proportion (33.0 percent of regular citizen employees) earning TZS 500,000 and above per month. Out of those receiving wages in the range between TZS 400,000 and 499,999, 52.4 percent of employees are in the industry of Education.

Table 3. 3: Percentage Distribution of Regular Citizen Employees by Industry and Wage Group, 2015/16 FSEES

Industry	Wage Group						Total
	Under 100,000	100,000- 199,999	200,000- 299,999	300,000- 399,999	400,000- 499,999	500,000 +	
Agriculture forestry and fishing	0.0	14.2	4.7	1.2	2.1	1.1	5.7
Manufacturing	0.9	2.5	1.8	0.8	0.8	0.5	1.5
Electricity gas steam and air conditioning supply	0.0	0.0	0.4	8.4	2.7	1.2	1.8
Water supply sewerage waste management	0.0	7.6	4.5	2.6	2.1	1.1	4.2
Construction	0.0	5.6	2.0	0.6	0.6	1.5	2.4
Wholesale, retail trade, repair of motor vehicles and motorcycles	13.8	1.8	1.6	2.4	1.3	1.6	1.8
Transportation and storage	0.0	0.5	1.1	4.5	10.0	7.2	3.6
Accommodation and food service activities	2.8	11.1	4.9	4.1	2.0	1.8	5.5
Information and communication	0.0	1.7	1.5	1.0	0.9	1.9	1.5
Financial and insurance activities	0.0	0.0	0.0	0.1	0.7	4.9	0.9
Real estate activities	0.0	0.3	0.1	0.0	0.1	0.1	0.2
Professional, scientific and technical activities	0.9	3.5	1.1	1.0	0.5	2.7	1.9
Public administration and defense compulsory social security	3.7	32.7	19.3	18.4	18.9	28.0	24.0
Education	78.0	9.4	43.8	43.2	52.4	33.0	34.3
Human health and social work activities	0.0	8.0	12.5	11.1	4.7	13.0	10.2
Arts, entertainment and recreation	0.0	0.8	0.6	0.3	0.3	0.1	0.5
Other service activities	0.0	0.2	0.1	0.3	0.1	0.2	0.2
Total Percent	100	100	100	100	100	100	100
Total Number	109	10,201	12,335	5,631	5,004	6,787	40,067

CHAPTER FOUR: CASH EARNINGS

4.0 Introduction

This chapter provides estimates on the distribution of salary and cash earnings paid to employees in the Government, Government Parastatal and private sectors. Also looks at average salaries of employees per month.

4.1 Cash Earnings by Sector

Table 4.1 shows the total amount paid to all employees in 2015/16 was TZS 242,599 million. Female employees were paid less (TZS 97,964 million) of the total salary compared with their male counterparts (TZS 144,635 million). Proportionally distribution of annual cash earnings in all three sectors; higher amounts of money were used to pay government employees (TZS 136,197 million) compared to the private sector (TZS 70,835 million) and Government Parastatal sector (TZS 35,566 million).

**Table 4. 1: Composition of Annual Earnings by Sector and Sex,
2015/16 FSEES (Million TZS)**

Sector	Male	Female	Total
Government	70,666	65,530	136,197
Government Parastatal	25,167	10,400	35,566
Private	48,801	22,034	70,835
Total	144,635	97,964	242,599

Table 4.2 shows that, male employees had the largest proportion of annual earnings as compared with female employees in all three sectors. In general, the sector with the highest proportion of annual cash earning was the Government sector (56.1 percent) followed by private sector (29.2 percent). On the other hand, Government Parastatal had the lowest proportion of annual cash earning (14.7 percent).

Table 4. 2: Percentage Composition of Annual Earnings by Sector and Sex, 2015/16 FSEES

Sector	Male	Female	Total
Government	29.1	27.0	56.1
Government Parastatal	10.4	4.3	14.7
Private	20.1	9.1	29.2
Total Percent	59.6	40.4	100.0
Total (million)	144,635	97,964	242,599

Figure 4.1 reveals that the median salary of employees was TZS 300,458 per month. The median value of female salaries was lower (TZS 248,611) compared with male median salary (TZS 337,500) per month.

Figure 4. 1: Median Salary of Employees per Month by Sex, 2015/16 FSEES

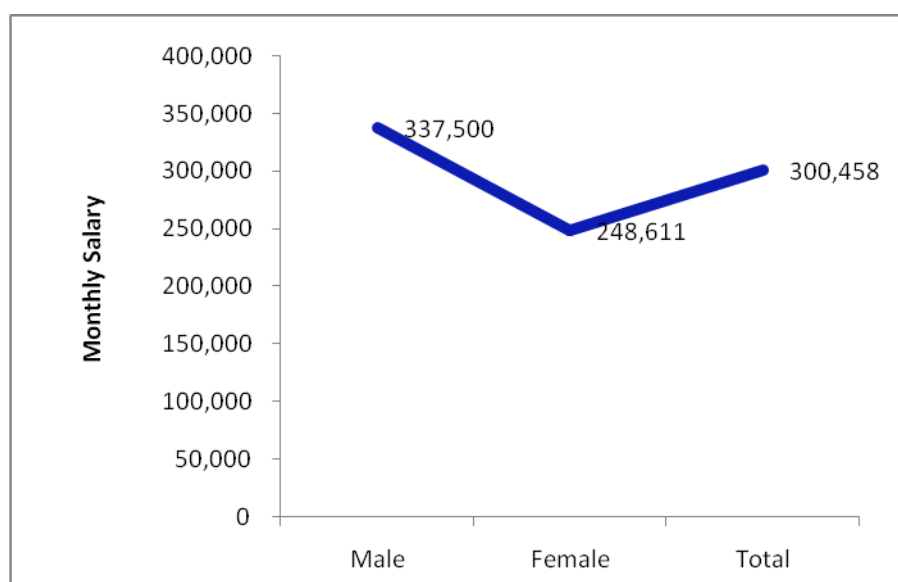


Table 4.3 reveals that, the average monthly salary of regular citizen employees was TZS 386,347. The results further show that employees in Government Parastatal had the highest monthly average salary of TZS 623,730 in 2015/16. However, employees in the private sector had the lowest monthly average salary which is TZS 338,031.

Female employees were paid less compared with male employees in all sectors.

Table 4. 3: Monthly Average Salary of Regular Citizen Employees by Sector and Sex, 2015/16 FSEES (TZS)

Sector	Male	Female	Total
Government	385,130	338,486	361,003
Government Parastatal	634,224	599,264	623,730
Private	357,648	301,402	338,031
Total	416,230	352,766	386,347

Table 4.4 indicates that, employees in Financial and insurance activities had the highest monthly average salary (TZS 1,593,355) followed by Professional, Scientific and technical activities (TZS 558,508). The industry with the third highest monthly average salary of regular employees was Transportation and storage (TZS 542,444). On the other hand, administrative and support service activities had the lowest monthly average salary of TZS 225,365.

Generally, comparisons of different industries shows male employees had a higher average monthly salary than female employees. Nevertheless, there are some industries where female employees have a higher average monthly salary than male employees such as administrative and support service activities (TZS 420,942) and Construction (TZS 355,383).

Table 4. 4: Monthly Average Wage of Regular Citizen Employees by Industry and Sex, 2015/16 FSEES (TZS)

Industry	Male	Female	Total
Agriculture, forestry and fishing	233,420	238,779	235,359
Manufacturing	249,712	253,953	251,257
Electricity, gas, steam and air conditioning supply	396,392	397,157	396,528
Water supply; sewerage, waste management and remediation activities	284,049	214,585	257,833
Construction	272,071	355,383	282,997
Wholesale and retail trade; repair of motor vehicles and motorcycles	383,627	317,124	362,998
Transportation and storage	574,482	471,657	542,444
Accommodation and food services activities	272,934	224,930	257,856
Information and communication	522,262	356,287	443,846
Financial and insurance activities	1,671,326	1,443,410	1,593,355
Real estate activities	367,581	232,314	314,361
Professional, Scientific and technical activities	582,438	504,983	558,508
Administrative and support service activities	192,769	420,942	225,365
Public administration and defense; compulsory social security	463,275	391,268	435,958
Education	420,860	342,470	371,579
Human health and social work activity	403,377	361,981	377,732
Art, entertainment and recreation	266,134	257,108	262,063
Other service activities	448,676	339,968	402,743
Total	416,230	352,766	386,347

The industries with the highest monthly cash earning for regular employees were education (5,103.3 million) followed by “public administration and defence; compulsory social security” (4,188.7 million) and “human health and social work activity” (1,548.7 million).

On the other hand, Real estate activities had the lowest proportion of monthly cash earning with 19.2 million of the total cash earning for regular employees, followed by Administrative and support service activities 20.5 million.

The industry where female employees have the highest proportion of the cash earning of regular employees is education (2,956.9 million). Generally, the proportion of cash earning for regular employees was higher for males compared with females in most industries, (Table 4.5).

Table 4. 5: Monthly Cash Earnings of Regular Citizen Employees by Industry and Sex, 2015/16 FSEES (TZS in Millions)

Industry	Male	Female	Total
Agriculture, forestry and fishing	338.0	196.0	534.0
Manufacturing	93.6	54.6	148.2
Electricity, gas, steam and air conditioning supply	241.0	52.0	293.0
Water supply; sewerage, waste management and remediation activities	294.3	134.8	429.0
Construction	230.7	45.5	276.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	186.8	69.5	256.3
Transportation and storage	563.6	209.4	773.0
Accommodation and food services activities	411.9	155.4	567.3
Information and communication	165.0	100.8	265.9
Financial and insurance activities	417.8	187.6	605.5
Real estate activities	13.6	5.6	19.2
Professional, Scientific and technical activities	269.7	104.5	374.2
Administrative and support service activities	15.0	5.5	20.5
Public administration and defense; compulsory social security	2,762.5	1,426.2	4,188.7
Education	2,146.4	2,956.9	5,103.3
Human health and social work activity	629.3	919.4	1,548.7
Art, entertainment and recreation	26.9	21.3	48.2
Other service activities	18.4	10.2	28.6
Total	8,824.5	6,655.3	15,479.8

CHAPTER FIVE: WAGE BILL

5.0 Introduction

Wage-bill includes gross cash remuneration, costs of free rations and other benefits paid by employers in respect of their employees as earnings of employees.

5.1 Annual Wage bill

Table 5.1 reveals that, on average, 73.3 percent of the total wage bill is paid as salaries. The ratio of free rations to the wage bill was only 4.6 percent. In the Government sector, 80.8 percent of its total wage bill was used for paying salaries whereas Government Parastatal and private sectors pay 60.1 and 68.4 percent respectively. Government Parastatal pays double the amount of other benefits compared with private and Government institutions.

Table 5. 1: Percentage Composition of Annual Wage bill by Sector, 2015/16 FSEES

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	80.8	1.7	17.5	100
Government Parastatal	60.1	1.8	38.1	100
Private	68.4	10.8	20.8	100
Total	73.3	4.6	22.2	100

Table 5.2 shows that, on average, the “Electricity, gas, steam and air conditioning supply” and “financial and insurance activities” industries spent 50 percent of their total wage bills for paying salaries. That means that workers are getting many more benefits apart from their salaries. Accommodation and food service activities have the highest payment of free rations (16.9 percent).

Table 5. 2: Composition of Annual Wage Bill by Industry, 2015/16 FSEES

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	76.0	0.0	24.0	100
Mining and Quarrying	97.5	2.1	0.4	100
Manufacturing	76.7	3.9	19.4	100
Electricity, gas, steam and air conditioning supply	53.1	4.7	42.2	100
Water supply; sewerage, waste management and remediation activities	85.6	0.2	14.2	100
Construction	85.9	2.7	11.4	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	70.8	5.4	23.8	100
Transportation and storage	83.4	2.8	13.8	100
Accommodation and food services activities	65.2	16.9	17.9	100
Information and communication	74.8	0.9	24.3	100
Financial and insurance activities	51.7	2.3	46.0	100
Real estate activities	77.4	1.1	21.5	100
Professional, Scientific and technical activities	86.9	0.5	12.6	100
Administrative and support service activities	82.4	7.1	10.5	100
Public administration and defense; compulsory social security	60.5	3.1	36.4	100
Education	90.8	0.6	8.6	100
Human health and social work activity	85.8	1.1	13.1	100
Art, entertainment and recreation	84.1	1.5	14.4	100
Other service activities	62.3	7.7	30.0	100
Total	73.3	4.6	22.2	100

Table 5.3 shows that permanent employees share 57.0 percent of the total wage bill and only 4.6 percent of the wage bill was free rations to all employees. The Mining and quarrying industry has highest salary (95.5 percent) of casual employees compared with other industries.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract, 2015/16 FSEES

Industry	Permanent	Temporary	Causal	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	75.9	0.1	0.0	0.0	24.0	100
Mining and Quarrying	0.0	2.1	95.5	2.1	0.4	100
Manufacturing	33.1	26.2	17.4	3.9	19.4	100
Electricity, gas, steam and air conditioning supply	52.4	0.7	0.0	4.7	42.2	100
Water supply; sewerage, waste management and remediation activities	78.9	6.5	0.2	0.2	14.2	100
Construction	54.0	29.2	2.7	2.7	11.4	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	43.6	23.4	3.8	5.4	23.8	100
Transportation and storage	63.4	12.5	7.5	2.8	13.8	100
Accommodation and food services activities	15.6	46.8	2.8	16.9	17.9	100
Information and communication	64.7	6.1	4.0	0.9	24.3	100
Financial and insurance activities	48.2	3.5	0.0	2.3	46.0	100
Real estate activities	74.2	3.2	0.0	1.1	21.5	100
Professional, Scientific and technical activities	81.3	5.6	0.0	0.5	12.6	100
Administrative and support service activities	21.2	56.8	4.3	7.1	10.5	100
Public administration and defense; compulsory social security	55.7	4.8	0.0	3.1	36.4	100
Education	82.3	8.2	0.3	0.6	8.6	100
Human health and social work activity	78.7	5.9	1.3	1.1	13.1	100
Art, entertainment and recreation	46.4	31.6	6.1	1.5	14.4	100
Other service activities	58.0	2.9	1.4	7.7	30.0	100
Total	57.0	14.5	1.7	4.6	22.2	100

Table 5.4 shows that 80.8 percent of the total wage bill is used for paying salaries and only 1.7 percent of the wage bill was for free rations. The leading industries for having a high percentage of their wage bill as salaries were Construction (95.5 percent), Education services (94.0 percent) and “Professional, Scientific and technical activities” (88.7 percent). Construction and education also spent more than 90 percent of their wage bill on paying salaries.

Table 5. 4: Composition of Annual Wage Bill by Industry, 2015/16
FSEES – Government

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	76.0	0.0	24.0	100
Manufacturing	81.4	0.2	18.5	100
Water supply; sewerage, waste management and remediation activities	80.7	0.3	19.0	100
Construction	95.5	0	4.5	100
Professional, Scientific and technical activities	88.7	0.8	10.5	100
Public administration and defense; compulsory social security	68.1	3.7	28.2	100
Education	94.0	0.4	5.6	100
Human health and social work activity	85.5	0.0	14.5	100
Art, entertainment and recreation	82.2	0.1	17.7	100
Total	80.8	1.7	17.5	100

Table 5.5 shows that 60.1 percent of the total wage bill of the Government Parastatal sector was used for paying salaries and only 1.8 percent of the wage bill was used for free rations. “Water supply; sewerage, waste management and remediation activities” used 90.8 percent of their annual wage bill to pay salaries which was the highest share while “Public administration and defense; compulsory social security” spent 30.4 percent of their wage bill for paying salaries.

Table 5. 5: Composition of Annual Wage Bill by Industry, 2015/16
FSEES - Government Parastatal

Industry	Salary	Free Ration	Other Benefit	Wage bill
Manufacturing	62.6	0	37.4	100
Electricity, gas, steam and air conditioning supply	53.1	4.7	42.2	100
Water supply; sewerage, waste management and remediation activities	90.8	0.1	9.1	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	63.0	5.3	31.7	100
Transportation and storage	84.1	0.4	15.6	100
Information and communication	81.4	1.7	16.9	100
Financial and insurance activities	62.8	3.7	33.5	100
Real estate activities	76.8	0.8	22.3	100
Professional, Scientific and technical activities	83.7	0.2	16.1	100
Public administration and defense; compulsory social security	30.4	0.8	68.7	100
Education	78.8	0.5	20.7	100
Art, entertainment and recreation	76.0	0	24.0	100
Total	60.1	1.8	38.1	100

The results of Table 5.6 show that 68.4 percent of the total wage bill for the private sector was used for paying salaries and 10.8 percent of the wage bill was for free rations. Mining and Quarrying used 97.5 percent of their annual wage bill to pay salaries and gave only 0.4 percent other benefits to their staff apart from salary.

Table 5.6: Composition of Annual Wage Bill by Industry, 2015/16 FSEES - Private

Industry	Salary	Free Ration	Other Benefit	Wage bill
Mining and Quarrying	97.5	2.1	0.4	100
Manufacturing	78.5	4.9	16.6	100
Construction	80.7	4.1	15.2	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	76.3	5.4	18.3	100
Transportation and storage	82.2	7.6	10.2	100
Accommodation and food services activities	65.2	16.9	17.9	100
Information and communication	69.2	0.2	30.5	100
Financial and insurance activities	37.8	0.5	61.7	100
Real estate activities	86.4	5.5	8.2	100
Professional, Scientific and technical activities	91.5	-	8.5	100
Administrative and support service activities	82.4	7.1	10.5	100
Public administration and defense; compulsory social security	55.0	0.0	45.0	100
Education	76.9	2.0	21.1	100
Human health and social work activity	87.6	6.4	6.0	100
Art, entertainment and recreation	89.0	3.3	7.8	100
Other service activities	62.3	7.7	30.0	100
Total	68.4	10.8	20.8	100

APPENDIXES

Appendix 1: Tables

Table 2. 1. 2: Total Employment by Sector and Sex, 2015/16 FSEES

Sector	Male	Female	Total
Government	15,700	16,357	32,057
Government Parastatal	3,637	1,629	5,266
Private	11,181	5,798	16,979
Total Employment	30,518	23,784	54,302

Table 2. 2.2: Total Employment by Sector, Types of Contract and Sex, 2015/16 FSEES

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	14,619	15,665	30,284	1,054	663	1,717	27	29	56	15,700	16,357	32,057
Government Parastatal	3,039	1,303	4,342	251	148	399	347	178	525	3,637	1,629	5,266
Private	3,669	1,942	5,611	6,076	3,136	9,212	1,436	720	2,156	11,181	5,798	16,979
Total Employment	21,327	18,910	40,237	7,381	3,947	11,328	1,810	927	2,737	30,518	23,784	54,302

Table 2. 3.2: Number of Employment by Sector, Citizenship and Sex, 2015/16 FSEES

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	15,680	16,349	32,029	20	8	28	15,700	16,357	32,057
Government Parastatal	3,633	1,626	5,259	4	3	7	3,637	1,629	5,266
Private	10,774	5,637	16,411	407	161	568	11,181	5,798	16,979
Total Employment	30,087	23,612	53,699	431	172	603	30,518	23,784	54,302

**Table 2. 4.2: Percentage Distribution of Employees by Industry and Sex,
2015/16 FSEES**

Industry	Male	Female	Total
Agriculture, forestry and fishing	4.7	3.5	4.2
Mining and Quarrying	0.3	0.5	0.4
Manufacturing	3.8	1.8	2.9
Electricity, gas, steam and air conditioning supply	2.0	0.6	1.4
Water supply; sewerage, waste management and remediation activities	3.8	3.2	3.5
Construction	3.7	0.7	2.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	2.9	1.9	2.5
Transportation and storage	5.3	2.8	4.2
Accommodation and food services activities	19.9	12.8	16.8
Information and communication	1.8	1.9	1.8
Financial and insurance activities	1.0	0.8	0.9
Real estate activities	0.1	0.1	0.1
Professional, Scientific and technical activities	1.6	0.9	1.3
Administrative and support service activities	0.8	0.2	0.5
Public administration and defense; compulsory social security	21.9	16.2	19.4
Education	20.0	40.2	28.8
Human health and social work activity	5.7	11.7	8.3
Art, entertainment and recreation	0.4	0.4	0.4
Other service activities	0.2	0.2	0.2
Total Percent	100	100	100
Total Number	30,518	23,784	54,302

Table 2. 5.2: Percentage Distribution of Total Employment by Industry, Sector and Sex, 2015/16 FSEES

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,449	821	2,270	-	-	-	-	-	-	1,449	821	2,270
Mining and Quarrying	-	-	-	-	-	-	102	114	216	102	114	216
Manufacturing	78	53	131	99	89	188	971	291	1,262	1,148	433	1,581
Electricity, gas, steam and air conditioning supply	-	-	-	621	131	752	-	-	-	621	131	752
Water supply; sewerage, waste management and remediation activities	566	662	1,228	585	91	676	-	-	-	1,151	753	1,904
Construction	751	102	853	-	-	-	385	56	441	1,136	158	1,294
Wholesale and retail trade; repair of motor vehicles and motorcycles	-	-	-	217	129	346	678	316	994	895	445	1,340
Transportation and storage	-	-	-	1102	569	1671	505	89	594	1,607	658	2,265
Accommodation and food services activities	-	-	-	-	-	-	6,069	3,040	9,109	6,069	3,040	9,109
Information and communication	-	-	-	215	228	443	326	226	552	541	454	995
Financial and insurance activities	-	-	-	186	105	291	108	79	187	294	184	478
Real estate activities	-	-	-	36	24	60	2	3	5	38	27	65
Professional, Scientific and technical activities	431	191	622	47	18	65	14	13	27	492	222	714
Administrative and support service activities	-	-	-	-	-	-	246	37	283	246	37	283
Public administration and defense; compulsory social security	5,931	3,652	9,583	324	122	446	440	71	511	6,695	3,845	10,540
Education	4,936	8,390	13,326	185	101	286	975	1,066	2,041	6,096	9,557	15,653
Human health and social work activity	1,494	2,432	3,926	-	-	-	252	342	594	1,746	2,774	4,520
Art, entertainment and recreation	64	54	118	20	22	42	53	19	72	137	95	232
Other service activities	-	-	-	-	-	-	55	36	91	55	36	91
Total Number	15,700	16,357	32,057	3637	1629	5266	11,181	5,798	16,979	30,518	23,784	54,302

Table 2.6.2: Distribution of Employment by Industry, Types of Contract and Sex, 2015/16 FSEES - Government

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,448	821	2,269	1	0	1	0	0	0	1,449	821	2,270
Manufacturing	78	53	131	0	0	0	0	0	0	78	53	131
Water supply; sewerage, waste management and remediation activities	461	537	998	98	124	222	7	1	8	566	662	1,228
Construction	751	102	853	0	0	0	0	0	0	751	102	853
Professional, Scientific and technical activities	424	191	615	7	0	7	0	0	0	431	191	622
Public administration and defense; compulsory social security	5,410	3,475	8,885	518	175	693	3	2	5	5,931	3,652	9,583
Education	4,543	8,089	12,632	376	275	651	17	26	43	4,936	8,390	13,326
Human health and social work activity	1,440	2,343	3,783	54	89	143	0	0	0	1,494	2,432	3,926
Art, entertainment and recreation	64	54	118	0	0	0	0	0	0	64	54	118
Total Number	14,619	15,665	30,284	1,054	663	1,717	27	29	56	15,700	16,357	32,057

Table 2.7.2: Distribution of Employment by Industry, Types of Contract and Sex, 2015/16 FSEES –Government Parastatal

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	49	44	93	0	0	0	50	45	95	99	89	188
Electricity, gas, steam and air conditioning supply	608	131	739	13	0	13	0	0	0	621	131	752
Water supply; sewerage, waste management and remediation activities	576	91	667	9	0	9	0	0	0	585	91	676
Wholesale and retail trade; repair of motor vehicles and motorcycles	193	77	270	24	52	76	0	0	0	217	129	346
Transportation and storage	692	383	1,075	113	53	166	297	133	430	1,102	569	1,671
Information and communication	199	228	427	16	0	16	0	0	0	215	228	443
Financial and insurance activities	155	75	230	31	30	61	0	0	0	186	105	291
Real estate activities	36	24	60	0	0	0	0	0	0	36	24	60
Professional, Scientific and technical activities	39	16	55	8	2	10	0	0	0	47	18	65
Public administration and defense; compulsory social security	292	117	409	32	5	37	0	0	0	324	122	446
Education	180	95	275	5	6	11	0	0	0	185	101	286
Art, entertainment and recreation	20	22	42	0	0	0	0	0	0	20	22	42
Total Number	3,039	1,303	4,342	251	148	399	347	178	525	3,637	1,629	5,266

Table 2.8.2: Distribution of Employment by Industry, Types of Contract and Sex, 2015/16 FSEES –Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mining and Quarrying	0	0	0	0	3	3	102	111	213	102	114	216
Manufacturing	275	119	394	250	53	303	446	119	565	971	291	1,262
Construction	99	26	125	228	20	248	58	10	68	385	56	441
Wholesale and retail trade; repair of motor vehicles and motorcycles	311	144	455	246	167	413	121	5	126	678	316	994
Transportation and storage	291	63	354	200	17	217	14	9	23	505	89	594
Accommodation and food services activities	1,571	726	2,297	4,094	2,115	6,209	404	199	603	6,069	3,040	9,109
Information and communication	119	55	174	13	6	19	194	165	359	326	226	552
Financial and insurance activities	95	55	150	13	24	37	0	0	0	108	79	187
Real estate activities	1	0	1	1	3	4	0	0	0	2	3	5
Professional, Scientific and technical activities	0	0	0	14	13	27	0	0	0	14	13	27
Administrative and support service activities	78	13	91	153	23	176	15	1	16	246	37	283
Public administration and defense; compulsory social security	261	53	314	179	16	195	0	2	2	440	71	511
Education	383	452	835	565	578	1,143	27	36	63	975	1,066	2,041
Human health and social work activity	127	199	326	88	92	180	37	51	88	252	342	594
Art, entertainment and recreation	17	7	24	23	5	28	13	7	20	53	19	72
Other service activities	41	30	71	9	1	10	5	5	10	55	36	91
Total Number	3,669	1,942	5,611	6,076	3,136	9,212	1,436	720	2,156	11,181	5,798	16,979

Table 2.9.2: Distribution of Total Employment by Industry, Citizenship and Sex, 2015/16 FSEES

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,449	821	2,270	0	0	0	1,449	821	2,270
Mining and Quarrying	102	114	216	0	0	0	102	114	216
Manufacturing	1,111	432	1,543	37	1	38	1,148	433	1,581
Electricity, gas, steam and air conditioning supply	621	131	752	0	0	0	621	131	752
Water supply; sewerage, waste management and remediation activities	1,150	753	1,903	1	0	1	1,151	753	1,904
Construction	1,124	151	1,275	12	7	19	1,136	158	1,294
Wholesale and retail trade; repair of motor vehicles and motorcycles	869	443	1,312	26	2	28	895	445	1,340
Transportation and storage	1,595	655	2,250	12	3	15	1,607	658	2,265
Accommodation and food services activities	5,805	2,927	8,732	264	113	377	6,069	3,040	9,109
Information and communication	539	454	993	2	0	2	541	454	995
Financial and insurance activities	294	184	478	0	0	0	294	184	478
Real estate activities	38	27	65	0	0	0	38	27	65
Professional, Scientific and technical activities	492	221	713	0	1	1	492	222	714
Administrative and support service activities	245	36	281	1	1	2	246	37	283
Public administration and defense; compulsory social security	6,694	3,842	10,536	1	3	4	6,695	3,845	10,540
Education	6,042	9,525	15,567	54	32	86	6,096	9,557	15,653
Human health and social work activity	1,726	2,766	4,492	20	8	28	1,746	2,774	4,520
Art, entertainment and recreation	136	94	230	1	1	2	137	95	232
Other service activities	55	36	91	0	0	0	55	36	91
Total	30,087	23,612	53,699	431	172	603	30,518	23,784	54,302

**Table 3.1.3 Total Number of Regular Citizen Employee by Wage Group and Sex,
2015/16 FSEES**

Wage Group	Male	Female	Total
Under 100,000	30	79	109
100,000-199,999	6,197	4,004	10,201
200,000-299,999	5,195	7,140	12,335
300,000-399,999	2,680	2,951	5,631
400,000-499,999	2,719	2,285	5,004
500,000 +	4,380	2,407	6,787
Total Number	21,201	18,866	40,067

**Table 3.2.3: Total Number of Regular Citizen Employees by Wage Group, Sector and Sex,
2015/16 FSEES**

Wage Group	Government			Parastatals			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 100,000	0	0	0	0	0	0	30	79	109	30	79	109
100,000-199,999	4,477	3,084	7,561	112	109	221	1,608	811	2,419	6,197	4,004	10,201
200,000-299,999	3,739	6,366	10,105	576	225	801	880	549	1,429	5,195	7,140	12,335
300,000-399,999	1,606	2,530	4,136	730	294	1,024	344	127	471	2,680	2,951	5,631
400,000-499,999	1,905	1,942	3,847	635	251	886	179	92	271	2,719	2,285	5,004
500,000 +	2,892	1,743	4,635	985	424	1,409	503	240	743	4,380	2,407	6,787
Total Number	14,619	15,665	30,284	3,038	1,303	4,341	3,544	1,898	5,442	21,201	18,866	40,067

Table 3.3.3: Permanent Citizen Employee by Industry, Wage group and Sex, 2015/16 FSEES

Industry	Wage Group						Total
	Under 100,000	100,000- 199,999	200,000- 299,999	300,000- 399,999	400,000- 499,999	500,000 +	
Agriculture forestry and fishing	0	1,446	577	68	106	72	2,269
Manufacturing	1	251	218	46	38	36	590
Electricity gas steam and air conditioning supply	0	0	47	475	133	84	739
Water supply sewerage waste management	0	780	556	148	106	74	1,664
Construction	0	574	242	32	29	99	976
Wholesale, retail trade, repair of motor vehicles and motorcycles	15	185	193	135	67	111	706
Transportation and storage	0	53	132	253	498	489	1,425
Accommodation and food service activities	3	1,133	609	230	100	125	2,200
Information and communication	0	176	191	58	43	131	599
Financial and insurance activities	0	4	4	7	34	331	380
Real estate activities	0	32	18	1	5	5	61
Professional, scientific and technical activities	1	359	136	57	25	183	761
Public administration and defense compulsory social security	4	3,338	2,382	1,034	947	1,903	9,608
Education	85	956	5,399	2,431	2,620	2,243	13,734
Human health and social work activities	0	812	1,548	624	234	882	4,100
Arts, entertainment and recreation	0	78	68	17	14	7	184
Other service activities	0	24	15	15	5	12	71
Total Number	109	10,201	12,335	5,631	5,004	6,787	40,067

Table 4. 1.4: Annual Earnings by Sector and Sex, 2015/16 FSEES (Million-TZS)

Sector	Male	Female	Total
Government	70,666	65,530	136,197
Government Parastatal	25,167	10,400	35,566
Private	48,801	22,034	70,835
Total	144,635	97,964	242,599

Table 4.2.4: Monthly Average Salary of Employees by Sector and Sex, 2015/2016 FSEES(TZS)

Sector	Male	Female	Total
Government	375,088	333,854	354,048
Government Parastatal	576,637	532,004	562,830
Private	363,723	316,690	347,662
Total	394,944	343,242	372,298

Table 4.3.4: Annual Salary of Employees by Industry and Sex, 2014/2015
FSEES (Million TZS)

Industry	Male	Female	Total
Agriculture, forestry and fishing	4,065	2,352	6,417
Mining and Quarrying	253	259	512
Manufacturing	3,959	1,112	5,071
Electricity, gas, steam and air conditioning supply	2,938	624	3,562
Water supply; sewerage, waste management and remediation activities	3,749	1,842	5,591
Construction	4,449	886	5,335
Wholesale and retail trade; repair of motor vehicles and motorcycles	4,022	1,490	5,512
Transportation and storage	9,326	3,175	12,501
Accommodation and food services activities	24,466	12,083	36,550
Information and communication	2,422	1,294	3,716
Financial and insurance activities	5,275	2,519	7,794
Real estate activities	166	74	240
Professional, Scientific and technical activities	3,415	1,387	4,802
Administrative and support service activities	794	160	954
Public administration and defense; compulsory social security	36,133	18,481	54,614
Education	29,759	37,839	67,598
Human health and social work activity	8,453	11,960	20,413
Art, entertainment and recreation	750	298	1,048
Other service activities	242	126	369
Total	144,635	97,964	242,599

Table 4.4.4: Monthly Cash Earnings of Regular Citizen Employees by Industry, Sector and Sex, FSEES 2015/16 (Million TZS)

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	338	196	534	-	-	-	-	-	-	338	196	534
Mining and Quarrying	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	22	12	33	20	14	34	52	29	82	94	55	148
Electricity, gas, steam and air conditioning supply	-	-	-	241	52	293	-	-	-	241	52	293
Water supply; sewerage, waste management and remediation activities	90	102	192	204	33	237	-	-	-	294	135	429
Construction	150	24	174	-	-	-	81	22	103	231	45	276
Wholesale and retail trade; repair of motor vehicles and motorcycles	-	-	-	111	39	150	76	30	106	187	69	256
Transportation and storage	-	-	-	382	184	566	181	25	207	564	209	773
Accommodation and food services activities	-	-	-	-	-	-	412	155	567	412	155	567
Information and communication	-	-	-	90	59	149	75	42	117	165	101	266
Financial and insurance activities	-	-	-	276	126	402	141	62	203	418	188	605
Real estate activities	-	-	-	13	6	19	1	-	1	14	6	19
Professional, Scientific and technical activities	168	59	227	102	45	147	-	-	-	270	105	374
Administrative and support service activities	-	-	-	-	-	-	15	5	21	15	5	21
Public administration and defense; compulsory social security	2,398	1,308	3,706	319	105	424	46	13	59	2,763	1,426	4,189
Education	1,897	2,763	4,660	161	110	270	89	85	173	2,146	2,957	5,103
Human health and social work activity	552	827	1,379	-	-	-	77	93	170	629	919	1,549
Art, entertainment and recreation	16	12	28	8	8	16	3	1	4	27	21	48
Other service activities	-	-	-	-	-	-	18	10	29	18	10	29
Total	5,630	5,302	10,933	1,927	781	2,708	1,268	572	1,840	8,824	6,655	15,480

Table 5. 1.5: Annual Wage bill by Sector, 2015/16 FSEES

Sector	Annual salary	Free Ration	Other Benefit	Wage bill
Government	136,197	2,924	29,426	168,547
Government Parastatal	35,566	1,052	22,530	59,148
Private	70,835	11,164	21,486	103,486
Total	242,599	15,141	73,442	331,181

Table 5.2.5: Composition of Annual Wage Bill by Industry, FSEES 2015/16 (Million TZS)

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	6,417	1	2,025	8,443
Mining and Quarrying	512	11	2	525
Manufacturing	5,071	259	1,284	6,615
Electricity, gas, steam and air conditioning supply	3,562	317	2,832	6,711
Water supply; sewerage, waste management and remediation activities	5,591	12	929	6,532
Construction	5,335	166	710	6,211
Wholesale and retail trade; repair of motor vehicles and motorcycles	5,512	418	1,853	7,783
Transportation and storage	12,501	412	2,068	14,981
Accommodation and food services activities	36,550	9,461	10,031	56,041
Information and communication	3,716	45	1,208	4,970
Financial and insurance activities	7,794	344	6,935	15,074
Real estate activities	240	3	67	310
Professional, Scientific and technical activities	4,802	29	694	5,524
Administrative and support service activities	954	83	121	1,158
Public administration and defense; compulsory social security	54,614	2,786	32,832	90,233
Education	67,598	468	6,378	74,444
Human health and social work activity	20,413	260	3,116	23,788
Art, entertainment and recreation	1,048	19	179	1,247
Other service activities	369	45	177	591
Total	242,599	15,141	73,442	331,181

**Table 5.3.5: Composition of Annual Wage Bill by Industry and Types of Contract,
2015/16 FSEES (Million TZS)**

Industry	Permanent	Temporary	Causal	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	6,408	9	0	1	2,025	8,443
Mining and Quarrying	0	11	501	11	2	525
Manufacturing	2,188	1,732	1,152	259	1,284	6,615
Electricity, gas, steam and air conditioning supply	3,516	46	0	317	2,832	6,711
Water supply; sewerage, waste management and remediation activities	5,153	423	14	12	929	6,532
Construction	3,356	1,813	165	166	710	6,211
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,394	1,819	299	418	1,853	7,783
Transportation and storage	9,497	1,875	1,130	412	2,068	14,981
Accommodation and food services activities	8,751	26,210	1,589	9,461	10,031	56,041
Information and communication	3,214	305	197	45	1,208	4,970
Financial and insurance activities	7,266	529	0	344	6,935	15,074
Real estate activities	230	10	0	3	67	310
Professional, Scientific and technical activities	4,490	311	0	29	694	5,524
Administrative and support service activities	246	658	50	83	121	1,158
Public administration and defense; compulsory social security	50,264	4,342	8	2,786	32,832	90,233
Education	61,283	6,120	195	468	6,378	74,444
Human health and social work activity	18,711	1,394	309	260	3,116	23,788
Art, entertainment and recreation	579	394	76	19	179	1,247
Other service activities	343	17	8	45	177	591
Total	188,890	48,016	5,693	15,141	73,442	331,181

Table 5. 4.5: Composition of Annual Wage Bill by Industry, 2015/16 FSEES
– Government **(Million TZS)**

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	6,417	1	2,025	8,443
Manufacturing	397	1	90	488
Water supply; sewerage, waste management and remediation activities	2,724	9	642	3,374
Construction	2,082	-	98	2,181
Professional, Scientific and technical activities	2,739	24	324	3,087
Public administration and defense; compulsory social security	48,147	2,640	19,945	70,733
Education	56,431	245	3,356	60,031
Human health and social work activity	16,926	5	2,875	19,806
Art, entertainment and recreation	333	0	72	405
Total	136,197	2,924	29,426	168,547


Table 5.5.5: Composition of Annual Wage Bill by Industry, 2015/16 FSEES
- Government Parastatal (Million TZS)

Industry	Salary	Free Ration	Other Benefit	Wage bill
Manufacturing	534	0	319	853
Electricity, gas, steam and air conditioning supply	3,562	317	2,832	6,711
Water supply; sewerage, waste management and remediation activities	2,867	3	288	3,158
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,021	170	1,018	3,209
Transportation and storage	8,466	38	1,567	10,072
Information and communication	1,843	39	383	2,266
Financial and insurance activities	5,267	309	2,812	8,387
Real estate activities	224	2	65	292
Professional, Scientific and technical activities	1,806	5	346	2,157
Public administration and defense; compulsory social security	5,281	145	11,918	17,345
Education	3,498	23	920	4,441
Art, entertainment and recreation	197	0	62	259
Total	35,566	1,052	22,530	59,148

**Table 5.6.5: Composition of Annual Wage Bill by Industry,
2015/16 FSEES – Private (Million TZS)**

Industry	Salary	Free Ration	Other Benefit	Wage bill
Mining and Quarrying	512	11	2	525
Manufacturing	4,140	258	875	5,274
Construction	3,252	166	612	4,031
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,491	248	836	4,574
Transportation and storage	4,035	374	501	4,910
Accommodation and food services activities	36,550	9,461	10,031	56,041
Information and communication	1,872	6	825	2,704
Financial and insurance activities	2,528	36	4,123	6,687
Real estate activities	16	1	2	18
Professional, Scientific and technical activities	257	0	24	281
Administrative and support service activities	954	83	121	1,158
Public administration and defense; compulsory social security	1,185	1	969	2,155
Education	7,669	200	2,102	9,972
Human health and social work activity	3,487	255	240	3,982
Art, entertainment and recreation	519	19	45	584
Other service activities	369	45	177	591
Total	70,835	11,164	21,486	103,486

Appendix 2: Questionnaire

CONFIDENTIAL		FORM EE 2014/15				
	REVOLUTIONARY GOVERNMENT OF ZANZIBAR OFFICE OF CHIEF GOVERNMENT STATISTICIAN					
EMPLOYMENT AND EARNINGS SURVEY 2015/16						
NAME OF MINISTRY/COMPANY:..... NAME OF ESTABLISHMENT:.....						
IDENTITY NUMBER <table border="1" data-bbox="613 947 846 993"><tr><td></td><td></td><td></td><td></td></tr></table> (For Office use only)						
Office of Chief Government Statistician , P.O Box 2321, Zanzibar, Tel. No. 2231869, Fax: (024) 2231742 Email: manager-social@ocgs.go.tz		OR Office of Chief Government Statistician P.O Box 90, Chake Chake Pemba Tel No 024 2452675, Fax :(024) 2452675				

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 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.
3. Do not include domestic servants in Private households and non-salaried working proprietors and non salaried family workers.
4. This form must be returned to the Office of the Chief Government Statistician within two weeks from the day you receive it even if you have no business or no employees. State the reason
.....
.....
.....
.....
.....
5. Failure to submit the required information and in time is an offense.
6. All persons receiving monthly, weekly or daily wages must be shown on this form even if they are on paid leave, absent or sick during 30th June 2015.
7. All information relating to individual firms is confidential and will not be divulged to any other organization.

SECTION A: IDENTIFICATION									
1	Name of establishment								
2	Locatoion				<div style="border: 1px solid black; padding: 5px;"> <p style="text-align: center;">For office use only</p> <p>Identity </p> <p>Ownership (Sector) </p> <p>ISIC Code </p> <p>Total number of Employees </p> <p>Class Size </p> </div>				
	Region								
	District								
	Shehia								
3	Adress								
	P.O.Box				Tel. 				
	Fax				Email: 				
4	OWNERSHIP (write appropriate number)								
	1	Government							
	2	Public Enterprises							
	3	International Organization							
	4	Citizen							
	5	Non Citizen							
	6	NGO's							
	7	Partnership with Government & Company or Government and Private							
	8	Private Partnership							
	9	Faith base Organisation							
SECTION B: DESCRIPTION OF BUSINESS									
1	Name main crop grown/article made or repaired/type of service provided								
2	Name any other/crop grown/articles made or repaired/type of service produced								

SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2015

(a) Permanent Employees

State the cash earnings for the month of June, 2015 of all regular employees before any deduction (basic salary) Any allowance should be included in section E

Citizenship	Sex	Number of Regular Employees for the month of June, 2015		Cash earnings during June 2015 (to the nearest shillings)	Average Salary for the month of June, 2015
(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

Citizenship	Sex	Number of Contract Employees		Cash earnings during June 2015 (to the nearest shillings)	Average Salary for the month of June, 2015
(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 is for citizen only. The total should be the same as section C above

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

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

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

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

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

SECTION E: CASUAL WORKERS

Sex	Number of casual workers employed as on 30th June 2015		Total person days worked during June, 2015		Total cash earnings for the month of June 2015		Average Salary for the month of June, 2015
(a)	(b)		(c)		(c)		(e) = (d)/(b)
Males	01		02		03		
Females	04		05		06		
Total	7		8		9		

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

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

SECTION F: BENEFITS

BENEFITS: Other benefits who are paid employees from July 2014 to June 2015

OTHER BENEFITS		Employment Contract						
Type of Payment		Permanent	Contract basis			Casual		
Food allowance or free ration	01							
Paid Leave	02							
Housing allowance	03							
Transport allowance	04							
ZSSF 10%, NSSF, PPF etc	05							
Over time	06							
Outfit allowance	07							
Uniform for employees	08							
Acting allowance	09							
Biycles allowance	10							
Risk allowance	11							
Medical allowance	12							
Petrol allowance	13							
Telephone allowance	14							
Electricity allowance	15							
Refreshment allowance	16							
Teaching allowance	17							
Others Development Expenditure allowance	18							
Others(specify)								
	19							
	20							
	21							

SECTION: G															
		NUMBER OF NEW WORKERS EMPLOYED DURING THE LAST 12 MONTHS													
		JULY 2014 - JUNE 2015													
Serial Number	1.Occupational Title	2. Highest level of education	For Official Use Only TASCO			3a. Main subject of training	3b. Is there any consistence between Occupational and subject of training 1= Yes, 2= No	For Official Use Only			4.Citizenship	5. Employment Status	6.Starting Salary	7. Workers by Gender	
	(write in full)	Tertiary University.....1						Tanzania .1	Permanent1	(basic salary)					
		Tertiary Non Universit....2						Kenya. ...2	Contract..... 2						
		Certificate/diploma)3						Uganda... 3	Casual3						
		eg. Accountant						Vocational Education4	Burundi4						
Nurse, doctor	Secondary A Level.....5	Ruwanda..5													
secondary teacher et	Secondary O Level.....6	Other6													
	Primary Education.....7												Total		
												(Tshs.)	Male	Female	
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															

SECTION H:											
CURRENT JOB VACANCIES FOR THE LAST 12 MONTHS (JULY 2014 - JUNE 2015)											
Serial Number	1.Occupational Title	For Official Use Only				2. Required level of education	3 Main qualification/skill required (write in full)	4. Required work experience	5. Existing vacancies are due to	6. Gender Preference	7. Number of vacancies
						Tertiary University.....1 Tertiary Non Universit.....2 College(cheti/diploma)....3 Vocational Education4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7		Not required1 1 to 2 years 2 3 to 4 years 3 5 or more years4	Fell vacant.....1 Unfilled post.....2 New position....3	Male.....1 Female.....2 Male/Female.....3	
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

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 persons' 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.