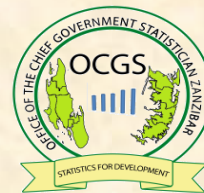




REVOLUTIONARY GOVERNMENT OF ZANZIBAR



OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2019/2020



ANALYTICAL REPORT

OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

**FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY
REPORT, 2019/2020**

MARCH, 2021

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 2019/2020 FSEES report provides the basis of information on employment and earnings, which cover Government Ministries, Government Parastatal, and registered Private Institutions. The survey excludes militaries, servants in private households, non-salaried working proprietors and non-salaried family workers. In terms of earnings, the survey captures only payments made in cash or in kind paid to employees. The survey excludes all payments done for office consumption like repairing of office, fuel for office vehicles, stationeries and the like.

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

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

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

EXECUTIVE SUMMARY

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

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

Employment

The total employment in formal sector was 67,095 out of whom 36,953 (55.1 percent) were males and 30,142 (44.9 percent) were females. Out of total employment, 52.8 percent were engaged in Government sector, 37.6 percent in Private sector and 9.6 percent in Parastatals.

Classification by terms of employment reported that 64.0 percent (42,970 employees) were regular employees. Contractual and casual employees comprised 32.8 percent (21,997 employees) and 3.2 percent (2,128 employees) respectively. Non-citizen employees account for only 1.4 percent of total employment.

The distribution of employment by industry shows that about 26.7 percent of employees were engaged in Education sector while 18.8 percent were in Accommodation and food services activities. The industry with the least number of employees was real estate which has 0.2 percent of total employment.

Wage Rate

Most (40.4 percent) of regular citizen employees earn between TZS 300,000 and TZS 399,999 per month. About 43.3 percent of the government and 48.0 percent of private sector regular citizen employees earn between TZS 300,000 and TZS 399,999 while 55.5 percent of government parastatals employees earn 600,000 and above per month. Both male and female regular citizen employees account for 41.4 and 39.4 percent earn between TZS 300,000 and TZS 399,999 per month respectively.

Cash Earnings

The average monthly salary of regular citizen employees was TZS 496,018 per month where males earn TZS 490,744 and females earn TZS 500,581 per month. The average monthly salary of Government Parastatal employees was observed to be TZS 816,527; the Government employees' average salary was 475,397 while for Private employees it was 425,589.

Annual Wage Bill

According to this survey, the annual wage bill is the employer's cost which includes annual salary, free rations and other benefits. The percentage share of annual salary was high compared with percentage share of other benefit and free rations. On average, the percentage share of annual salary from the total wage bill was 75.3 percent while the percentage share of other benefits was 21.1 percent.

New Employees

The total number of employees employed in 2019/20 was 4,654 persons of whom 2,017 employees (43.3 percent) were males and 2,637 employees (56.7 percent) were females. Out of total new employees, 71.0 percent were employed in the Government sector, 7.8 percent in Government Parastatals and 21.2 percent in the Private sector.

New Vacancies, Retired and Fired/Quit Employees

The findings indicate that, the largest proportion of new vacancies in 2019/20 were in government sector (94.3 percent) compared with the remaining sectors. Largest proportion of new vacancies require Certificate (45.4 percent) followed by tertiary university (28.5 percent) of which most of such vacancies were candidates in Technicians and Associate professionals.

However, the result shows that, the total number of retired employees in 2019/20 was 4,330 persons of whom 3,926 persons were in the Government sector, 349 persons in Government Parastatals and 55 persons in the Private sector. In addition, both Government and Government Parastatals sectors had higher proportions of male fired/quit employees than female employees unlike Private sector.

Summary of Key Indicators by Sex, 2019/20 Formal Sector Employment and Earnings Survey

Indicators	Male	Female	Total
Total Employees by Sector	36,953	30,142	67,095
Government	15,545	19,888	35,433
Government Parastatal	4,306	2,153	6,459
Private	17,102	8,101	25,203
Youth Employees (Age 15-35)	16,470	13,016	29,486
Government	4,663	6,664	11,327
Government Parastatal	1,230	792	2,022
Private	10,577	5,560	16,137
Adult Employees (Age 36+)	20,483	17,126	37,609
Government	10,882	13,224	24,106
Government Parastatal	3,076	1,361	4,437
Private	6,525	2,541	9,066
Total Employment by Types of Contract	36,953	30,142	67,095
Regular Employees	20,669	22,301	42,970
Temporary Employees	14,974	7,023	21,997
Casual Employees	1,310	818	2,128
Total Employment by Citizenship	36,953	30,142	67,095
Citizen	36,224	29,921	66,145
Non-citizen	729	221	950
Distribution of Regular Citizen Employees by Sector and Wage Rates			
Government	14,749	19,519	34,268
Below TZS 200,000	0	0	0
Between 200,000 and 499,999	9,325	13,903	23,228
TZS 500,000+	5,424	5,616	11,040
Government Parastatal	3,382	1,657	5,039
Below TZS 200,000	0	0	0
Between 200,000 and 499,999	845	357	1,202
TZS 500,000+	2,537	1300	3,837
Private	2,463	1,099	3,562
Below TZS 200,000	84	102	186
Between 200,000 and 499,999	1,689	695	2,384
TZS 500,000+	690	302	992
Average Monthly Salary of Regular Citizen Employees by Sector	490,744	500,581	496,018
Government	465,673	482,003	475,397
Government Parastatal	806,340	830,365	816,527
Private	422,838	432,168	425,589
Employees with Disability by Types of Contract	147	107	254
Permanent disable	133	102	235
Temporary disable	14	5	19
Total New Employees by sector	2,017	2,637	4,654
Government	1,344	1,959	3,303
Government Parastatal	174	190	364
Private	499	488	987

CHAPTER ONE: CONCEPT, DEFINITION AND SURVEY METHODOLOGY

1.0 Introduction

Formal Sector Employment and Earnings Survey (FSEES) is an annual survey conducted by the Office of Chief Government Statistician (OCGS) under the Social Department. Data collection covered Government, Government Parastatal institutions as well as registered Private establishments. This survey excludes militaries, servants in private households, non-salaried working proprietors, and non-salaried family workers.

1.1 Objective of the Survey

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

The specific objectives were to obtain: -

- Total number of employments in the formal sector
- Status of employment in the formal sector
- Total Earnings for employees in the formal sector
- Total wage-bill spend for employees
- Total number of new workers employed
- Total number of new vacancies
- Total number retired and fired/quit employees

1.2 The Scope

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

1.3 Concepts and Definitions

1.3.1 Employee/Worker

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

1.3.2 Regular Employee

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

1.3.3 Casual Workers

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

1.3.4 Wage Rate

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

1.3.5 Cash Earnings

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

1.3.6 Annual Wage-Bill

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

1.3.7 Free Ration

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

1.3.8 Housing Allowance

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

1.3.9 Paid Leave Allowance

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

1.3.10 Social Security Fund

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

1.3.11 Government Sector

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

1.3.12 Government Parastatals Sector

The term Government Parastatals Sector includes autonomous Government Institutions.

1.3.13 Private Sector

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

1.4 Methodology

The Formal Sector Employment and Earnings Survey was conducted in 2019/2020 by the Office of the Chief Government Statistician. The survey based on formal establishments and data was collected from Government institutions, Government Parastatals and formal private establishments. In this survey, establishment is the unit which is a legal economic entity engaging itself in any kind of economic activity at a fixed location.

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

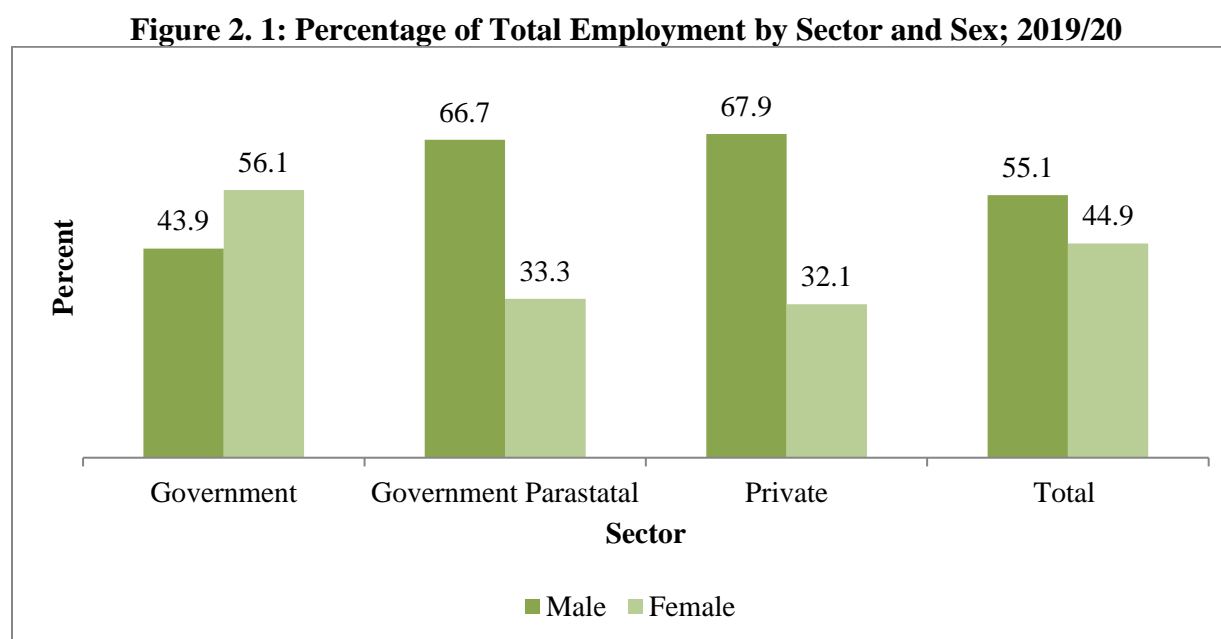
CHAPTER TWO: EMPLOYMENT

2.0 Introduction

This chapter presents total employment as at June, 2020 which shows the analysis of employees by sex, sector and industry. It also looks at the type of employment an employee has and their citizenship. Also shows number of employees with disability.

2.1 Employment by Sector

The results from Figure 2.1 revealed that, 55.1 percent of total employees were male while 44.9 percent were female employees. Government Parastatals and Private sectors had more variation between the two sexes. Therefore, the proportion of male employees was almost double compared with the proportion of female employees while in Government sector, there was less discrepancy where the proportion of males (43.9 percent) and females were (56.1 percent).



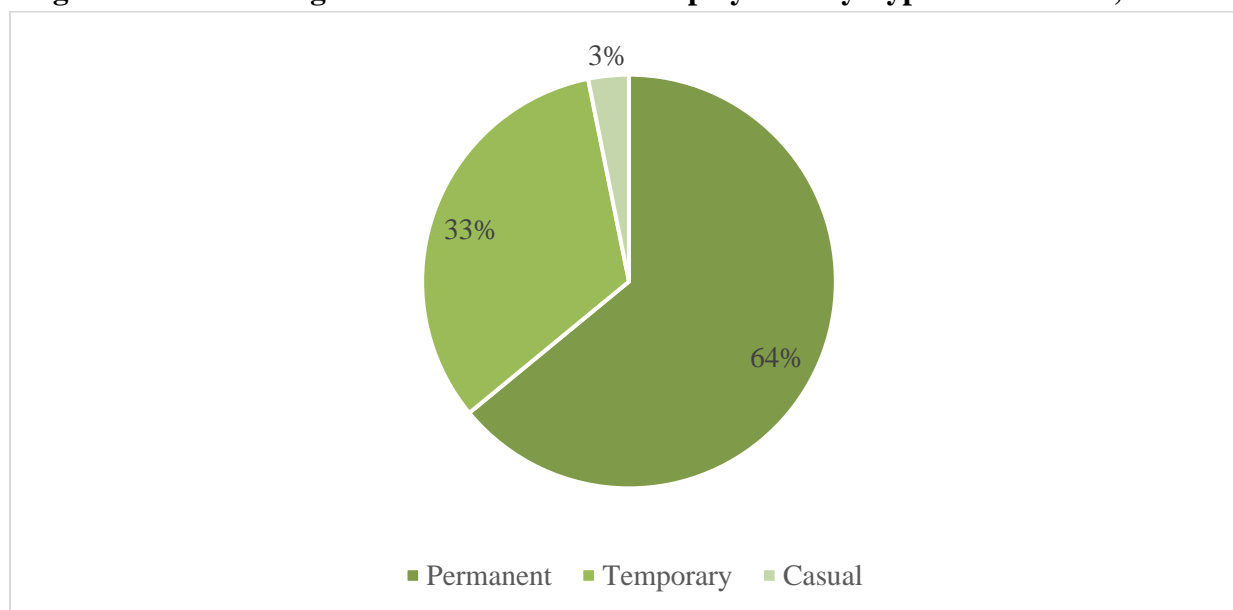
The result shows that, the total employment increased by 6.8 percent, from 62,804 employees in 2018/19 to 67,095 employees in 2019/20. Furthermore, the results indicate that the government sector is still a significant sector in terms of employment with 35,433 employees in 2019/20, an increase of 9.6 percent which is higher compared to government parastatal and private sector with 6,459 and 25,203 employees respectively.

Table 2. 1: Number of Total Employment by Sector and Sex; 2018/19 and 2019/2020

Sector	2018/2019			2019/2020			% Change
	Male	Female	Total	Male	Female	Total	
Government	14,562	17,753	32,315	15,545	19,888	35,433	9.6
Government Parastatal	4,395	2,085	6,480	4,306	2,153	6,459	-0.3
Private	16,031	7,978	24,009	17,102	8,101	25,203	5.0
Total	34,988	27,816	62,804	36,953	30,142	67,095	6.8

The analysis from the findings depicts that, more than a half (64 percent) of total employees have permanent contracts and only 3 percent were casually employed, Figure 2.2

Figure 2. 2: Percentage Distribution of Total Employment by Types of Contract; 2019/20



Almost eight in every ten (79.7 percent) of permanent employees were engaged in government sector. Private sector has more employees with temporary contract with 90.1 percent.

Among permanent male employees' 71.4 percent were engaged in government sector the same for female with 87.5 percent. For temporary and casual employees, majority of them were engaged in private sector both male and female where male the proportion were 90.2 and 81.2 percent and female were 90.1 and 79.5 percent respectively. Table 2.2.

Table 2. 2: Percentage Distribution of Total Employment by Sector, Types of Contract and Sex; 2019/20

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	71.4	87.5	79.7	5.3	5.3	5.3	-	-	-	42.1	66.0	52.8
Government Parastatal	16.4	7.4	11.7	4.5	4.7	4.6	18.8	20.5	19.5	11.7	7.1	9.6
Private	12.3	5.0	8.5	90.2	90.1	90.1	81.2	79.5	80.5	46.3	26.9	37.6
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	20,669	22,301	42,970	14,974	7,023	21,997	1,310	818	2,128	36,953	30,142	67,095

The results in Table 2.3 indicate that private sector had the highest proportion of employed youth 15-35 years (54.7 percent) compared with the remaining sectors. In addition, Private sector has more temporary employees (91.1 percent) with contract basis than other two remaining sectors.

Seven in every ten (76.4 percent) of permanent employees were engaged in government sector. Private sector has more employees with temporary contract which account for 91.1 percent.

Among permanent male youth, employed aged 15-35 years 66.5 percent were engaged in government sector the same for female with 85.0 percent. For temporary employees' majority of them were engaged in private sector both male and female with 91.4 percent and 90.6 percent respectively and only employees with casual contracts were employed in the government parastatal and private sector.

Table 2. 3: Percentage Distribution of Youth (15-35 years) Employees by Sector, Type of Contract and Sex; 2019/20

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	66.5	85.0	76.4	3.0	4.1	3.4	-	-	-	28.3	51.2	38.4
Government Parastatal	10.2	6.5	8.2	5.6	5.3	5.5	6.7	7.4	7.0	7.5	6.1	6.9
Private	23.3	8.5	15.4	91.4	90.6	91.1	93.3	92.6	93.0	64.2	42.7	54.7
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	6,602	7,603	14,205	9,014	4,888	13,902	854	525	1,379	16,470	13,016	29,486

Table 2.4 shows that, government sector has high proportion of adult employees (64.1 percent) compared with other sectors. Also, Government sector employed more permanent adult male employees (73.6 percent) while more adult male employees with temporary employment (88.2 percent) were employed in the private sector. Same trend for female employees.

Table 2. 4: Percentage Distribution of Adult (36+ years) Employees by Sector, Type of Contract and Sex; 2019/20

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	73.6	88.8	81.4	8.8	7.9	8.6	-	-	-	53.1	77.2	64.1
Government Parastatal	19.3	7.9	13.5	3.0	3.2	3.0	41.4	44.0	42.5	15.0	7.9	11.8
Private	7.1	3.3	5.1	88.2	88.9	88.4	58.6	56.0	57.5	31.9	14.8	24.1
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	14,067	14,698	28,765	5,960	2,135	8,095	456	293	749	20,483	17,126	37,609

The government sector has more skilled employees (46.1 percent) followed by professional employees (29.3 percent) and unskilled employees (23.4 percent) same trend observed in Government Parastatal and Private sector, Table 2.5.

Table 2. 5: Distribution of Permanent Employees by Profession and Sector; 2019/20

Sector	Leader	Professional	Skilled	Unskilled	Percent	Number
Government	1.1	29.3	46.1	23.4	100	34,268
Government Parastatal	2.8	26.9	45.6	24.6	100	5,039
Private	10.3	18.8	55.9	15.0	100	3,663
Total	2.1	28.2	46.9	22.8	100	42,970

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

Out of 42,970 permanent employees, government sector has high number of professional employees for both female and male (5,074 and 4,980 employees respectively). However, majority of permanent employees were skilled (20,157 employees) compared with other professions. Most of leader employees were male in both sectors. Table 2.6.

Table 2. 6: Distribution of Permanent Employees by Profession; Sector and Sex; 2019/20

Sector	Leader			Professional			Skilled			Unskilled			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	275	117	392	4,980	5,074	10,054	4,983	10,830	15,813	4,511	3,498	8,009	14,749	19,519	34,268
Government Parastatal	110	32	142	877	481	1,358	1,508	789	2,297	887	355	1,242	3,382	1,657	5,039
Private	260	116	376	448	242	690	1,447	600	2,047	383	167	550	2,538	1,125	3,663
Total	645	265	910	6,305	5,797	12,102	7,938	12,219	20,157	5,781	4,020	9,801	20,669	22,301	42,970

The government sector has more unskilled temporary employees (66.7 percent) followed by skilled employees (23.3 percent) and for private sector has more skilled temporary employees (56.4 percent) followed by unskilled employees (28.1 percent) while the parastatal sector, 50.5 percent of their temporary employees were unskilled, Table 2.7.

Table 2. 7: Distribution of Temporary Employees by Profession and Sector; 2019/20

Sector	Leader	Professional	Skilled	Unskilled	Percent	Number
Government	2.2	7.7	23.3	66.7	100	1,165
Government Parastatal	0.6	24.3	24.7	50.5	100	1,006
Private	8.1	7.5	56.4	28.1	100	19,826
Total	7.4	8.3	53.2	31.2	100	21,997

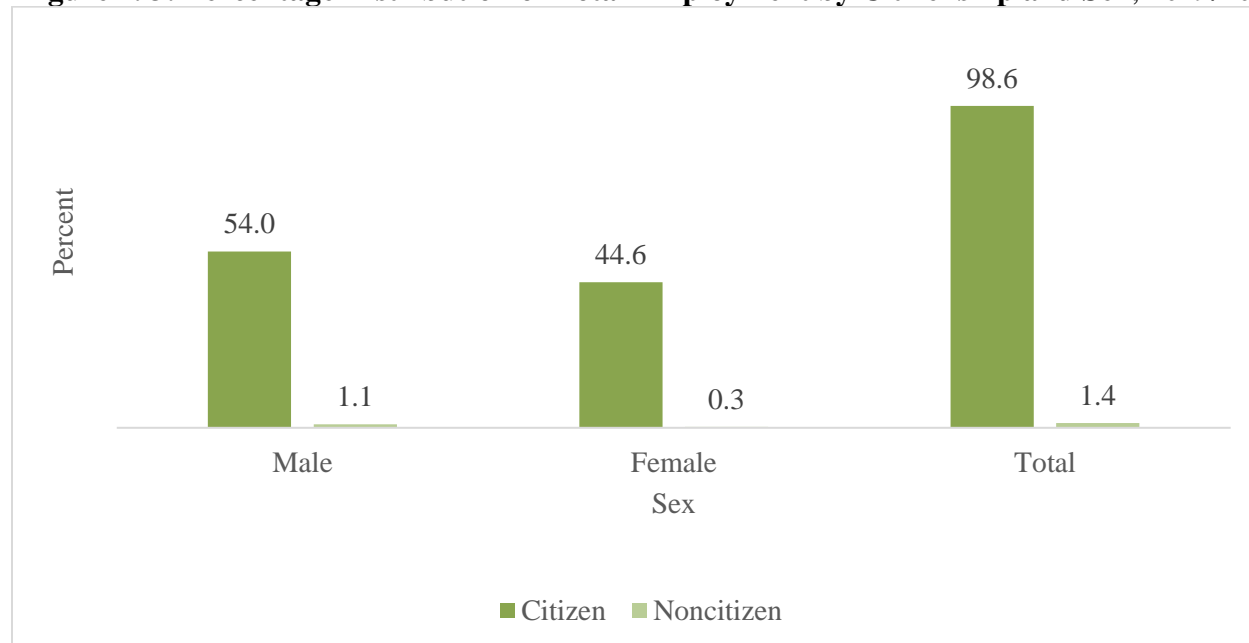
Table 2.8 shows that male temporary employees have higher number in all types of professionals and unskilled in private sectors, this also apply to female employees even though number of female employees was small compared to male employees.

Table 2. 8: Distribution of Temporary Employees by Profession, Sector and Sex; 2019/20

Sector	Leader			Professional			Skilled			Unskilled			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	22	4	26	62	28	90	219	53	272	493	284	777	796	369	1,165
Government Parastatal	5	1	6	153	91	244	163	85	248	357	151	508	678	328	1,006
Private	1,148	452	1,600	991	492	1,483	7,379	3,794	11,173	3,982	1,588	5,570	13,500	6,326	19,826
Total	1,175	457	1,632	1,206	611	1,817	7,761	3,932	11,693	4,832	2,023	6,855	14,974	7,023	21,997

Figure 2.3 reveals that, almost 98.6 percent of employees were citizen of which 54.0 percent were male employees and 44.6 percent were female employees. Non-citizens had a small proportion (1.4 percent) of the total employment whereas majority were male.

Figure 2. 3: Percentage Distribution of Total Employment by Citizenship and Sex; 2019/20



Most of the citizen employees (Table 2.9) were in the Government sector (53.5 percent) while the majority of non-citizen employees (93.8 percent) worked in the private sector. The number of male and female non-citizen employees was higher in the Private sector which accounted for 94.8 and 90.5 percent respectively. Male citizen employees were highly employed in Private sector (45.3 percent) and for female employees were in Government sector (66.4 percent).

Table 2. 9: Percentage Distribution of Total Employment by Sector, Citizenship and Sex; 2019/20

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	42.9	66.4	53.5	2.7	4.5	3.2	42.1	66.0	52.8
Government Parastatal	11.8	7.2	9.7	2.5	5.0	3.1	11.7	7.1	9.6
Private	45.3	26.4	36.8	94.8	90.5	93.8	46.3	26.9	37.6
Total	100	100	100	100	100	100	100	100	100
Total Number	36,224	29,921	66,145	729	221	950	36,953	30,142	67,095

Table 2.10 shows that out of total employment, 254 employees were disable. Most of employees with disability (147 employees) were male than female (107 employees).

The government sector has a greater number of disabled employees (192 employees) compared with the remaining sectors.

Table 2. 10: Number of Employees with Disability by Sector, Type of Contract and Sex; 2019/20

Sector	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	102	88	190	1	1	2	103	89	192
Government Parastatal	18	7	25	5	4	9	23	11	34
Private	13	7	20	8	0	8	21	7	28
Total	133	102	235	14	5	19	147	107	254

2.2 Employment by Industry

Table 2.11 shows that, in 2019/20 out of the total employment, education depict the highest number of 17,884 employees followed by accommodation and food services activities with 12,588 employees and public administration and defense, compulsory social security with 12,124 employees.

The industries with the least number of employees were real estate activities (103 employees) and Mining and quarrying (211 employees).

Education had a higher number of female employees (10,509 employees) compared with other industries in 2019/20. Generally, the number of male employees within the industries was higher compare with female employees in both 2018/19 and 2019/20.

Table 2. 11: Number of Total Employees by Industry and Sex; 2018/19 and 2019/20

Industry	2018/2019			2019/2020			% Change
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	1,298	937	2,235	1,034	761	1,795	-19.7
Mining and Quarrying	193	93	286	149	62	211	-26.2
Manufacturing	1,011	298	1,309	873	281	1,154	-11.8
Electricity, gas, steam and air conditioning supply	624	127	751	658	133	791	5.3
Water supply; sewerage, waste management and remediation activities	1,314	769	2,083	1,728	1,252	2,980	43.1
Construction	1,132	181	1,313	2,237	255	2,492	89.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	934	414	1,348	1,076	433	1,509	11.9
Transportation and storage	1,913	804	2,717	1,799	864	2,663	-2.0
Accommodation and food services activities	8,355	4,032	12,387	8,342	4,246	12,588	1.6
Information and communication	662	489	1,151	584	404	988	-14.2
Financial and insurance activities	532	300	832	597	314	911	9.5
Real estate activities	68	39	107	61	42	103	-3.7
Professional, Scientific and technical activities	437	244	681	776	608	1,384	103.2
Administrative and support service activities	426	107	533	450	97	547	2.6
Public administration and defense; compulsory social security	7,212	4,563	11,775	7,484	4,640	12,124	3.0
Education	6,311	10,509	16,820	6,248	11,636	17,884	6.3
Human health and social work activity	2,178	3,606	5,784	2,405	3,741	6,146	6.3
Art, entertainment and recreation	221	153	374	269	179	448	19.8
Other service activities	167	151	318	183	194	377	18.6
Total	34,988	27,816	62,804	36,953	30,142	67,095	6.8

Figure 2.4 shows that, Professional, Scientific and technical activities industry recorded the highest percentage growth in employment of 103.2 percent in 2019/2020. Other industries that realized growth in employment were Construction and Water supply; sewerage, waste management and remediation activities which raised by 89.8 and 43.1 percent respectively. However, there was a decline of 26.2 percent in Mining and Quarrying industry.

Figure 2. 4: Percentage Change of Total Employees by Industry; 2018/19 and 2019/20

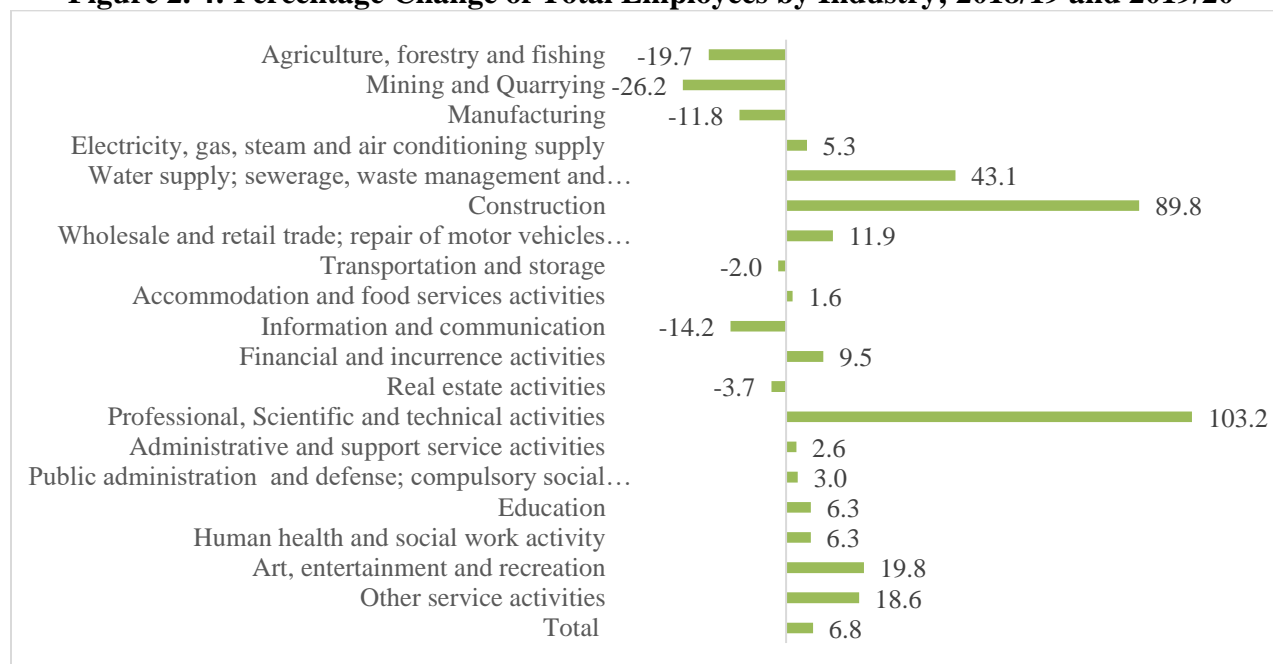


Table 2.12 shows that adult employees constitute a higher number of employees (37,609 employees) compared with youth employees (29,486 employees). The results also indicate that education had the highest number of adult employees (12,412 employees) while accommodation and food services activities had the highest number of youth employees (8,778 employees).

Furthermore, the results reveal gender disparities in most of the industries whereby most of adult male employees (4,968 employees) work in the public administration and defense; compulsory social security and adult female employees mostly were employed in education (8,217 employees). In addition, accommodation and food services activities had the highest number of youth male employees (5,654 employees) while youth female employees were mostly employed in Education industry (3,419 employees).

Table 2. 12: Number of Total Employees by Industry, Age Group and Sex; 2019/20

Industry	Youth (15-35 years)			Adult (36+years)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	239	272	511	795	489	1,284	1,034	761	1,795
Mining and Quarrying	45	17	62	104	45	149	149	62	211
Manufacturing	545	151	696	328	130	458	873	281	1,154
Electricity, gas, steam and air conditioning supply	141	54	195	517	79	596	658	133	791
Water supply; sewerage, waste management and remediation activities	622	682	1,304	1,106	570	1,676	1,728	1,252	2,980
Construction	1,114	93	1,207	1,123	162	1,285	2,237	255	2,492
Wholesale and retail trade; repair of motor vehicles and motorcycles	383	143	526	693	290	983	1,076	433	1,509
Transportation and storage	677	350	1,027	1,122	514	1,636	1,799	864	2,663
Accommodation and food services activities	5,654	3,124	8,778	2,688	1,122	3,810	8,342	4,246	12,588
Information and communication	370	226	596	214	178	392	584	404	988
Financial and insurance activities	237	183	420	360	131	491	597	314	911
Real estate activities	15	14	29	46	28	74	61	42	103
Professional, Scientific and technical activities	184	178	362	592	430	1,022	776	608	1,384
Administrative and support service activities	180	65	245	270	32	302	450	97	547
Public administration and defense; compulsory social security	2,516	1,795	4,311	4,968	2,845	7,813	7,484	4,640	12,124
Education	2,053	3,419	5,472	4,195	8,217	12,412	6,248	11,636	17,884
Human health and social work activity	1,247	2,045	3,292	1,158	1,696	2,854	2,405	3,741	6,146
Art, entertainment and recreation	134	67	201	135	112	247	269	179	448
Other service activities	114	138	252	69	56	125	183	194	377
Total	16,470	13,016	29,486	20,483	17,126	37,609	36,953	30,142	67,095

Table 2.13 reveals that out of 35,433 Government employees, 39.1 percent of employees worked in education followed by 27.7 percent of employees who worked in public administration and defense; compulsory social security. Most male employees (35.4 percent) in Government sector work in “public administration and defense; compulsory social security” while most of female employees work in education (48.4 percent).

In the Government Parastatal sector, transportation and storage was a leading industry with 29.9 percent of employees followed by electricity, gas, steam and air conditioning supply accounting for 12.2 percent. Both males and females have a high proportion of employees working in transportation and storage (27.6 and 34.5 percent respectively).

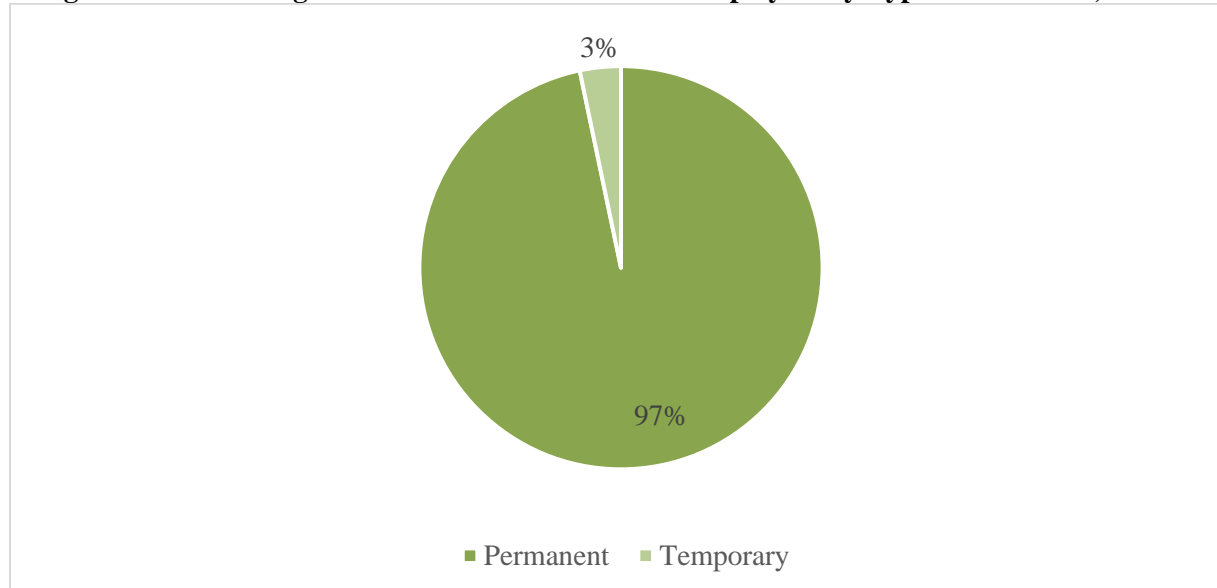
In the Private sector, accommodation and food services activities had the highest proportion of employees with 49.9 percent.

Table 2. 13: Percentage Distribution of Total Employment by Industry, Sector and Sex; 2019/20

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	6.4	3.8	4.9	-	-	-	0.2	0.1	0.2	2.8	2.5	2.7
Mining and Quarrying	0	0	0	-	-	-	0.9	0.8	0.8	0.4	0.2	0.3
Manufacturing	0.6	0.3	0.4	1.3	3.1	1.9	4.2	1.9	3.5	2.4	0.9	1.7
Electricity, gas, steam and air conditioning supply	-	-	-	15.3	6.2	12.2	-	-	-	1.8	0.4	1.2
Water supply; sewerage, waste management and remediation activities	6.5	5.1	5.7	15.0	4.4	11.4	0.4	1.9	0.9	4.7	4.2	4.4
Construction	4.9	0.8	2.6	0	0	0	8.6	1.1	6.2	6.1	0.8	3.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	1.0	0.1	0.5	2.8	3.7	3.1	4.7	4.0	4.5	2.9	1.4	2.2
Transportation and storage	-	-	-	27.6	34.5	29.9	3.6	1.5	2.9	4.9	2.9	4.0
Accommodation and food services activities	0	0	0	0	0	0	48.8	52.4	49.9	22.6	14.1	18.8
Information and communication	-	-	-	5.2	9.8	6.8	2.1	2.4	2.2	1.6	1.3	1.5
Financial and insurance activities	-	-	-	11.2	11.9	11.4	0.7	0.7	0.7	1.6	1.0	1.4
Real estate activities	-	-	-	1.3	1.8	1.5	0.0	0.0	0.0	0.2	0.1	0.2
Professional, Scientific and technical activities	4.6	2.9	3.6	1.0	0.8	0.9	0.1	0.2	0.2	2.1	2.0	2.1
Administrative and support service activities	-	-	-	-	-	-	2.6	1.2	2.2	1.2	0.3	0.8
Public administration and defense; compulsory social security	35.4	21.8	27.7	7.7	8.9	8.1	9.7	1.5	7.1	20.3	15.4	18.1
Education	27.3	48.4	39.1	10.9	13.1	11.7	9.0	21.3	12.9	16.9	38.6	26.7
Human health and social work activity	12.6	16.2	14.6	0	0	0	2.7	6.4	3.8	6.5	12.4	9.2
Art, entertainment and recreation	0.8	0.6	0.7	0.7	1.7	1.0	0.7	0.2	0.5	0.7	0.6	0.7
Other service activities	-	-	-	-	-	-	1.1	2.4	1.5	0.5	0.6	0.6
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	15,545	19,888	35,433	4,306	2,153	6,459	17,102	8,101	25,203	36,953	30,142	67,095

Permanent employees continue to dominant total employment in the government sector with 97 percent, the rest were temporary employees, as seen in the Figure 2.5.

Figure 2.5: Percentage Distribution of Government Employees by Types of Contract; 2019/20



Among Government employees who were working in the agriculture, forest and fishing all were permanent employees of whom males had a higher proportion of 57.0 percent and females account for 43.0 percent. Most of temporarily employees were employed in water supply; sewerage, waste management and remediation activities which accounted for 23.9 percent whereby the proportion of male (12.1 percent) were higher than female (11.8 percent) Table 2.14.

Table 2. 14: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2019/20 - Government

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	57.0	43.0	100.0	0	0	0	57.0	43.0	100
Manufacturing	59.2	38.8	98.0	2.0	0	2.0	61.2	38.8	100
Water supply; sewerage, waste management and remediation activities	38.1	38.0	76.1	12.1	11.8	23.9	50.2	49.8	100
Construction	80.9	17.8	98.7	1.3	0	1.3	82.2	17.8	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	83.3	15.6	98.9	1.1	0	1.1	84.4	15.6	100
Professional, Scientific and technical activities	54.9	44.7	99.5	0.4	0.1	0.5	55.3	44.7	100
Public administration and defense; compulsory social security	51.1	42.9	94.0	4.9	1.1	6.0	55.9	44.1	100
Education	30.3	69.3	99.7	0.2	0.1	0.3	30.6	69.4	100
Human health and social work activity	37.4	62.2	99.6	0.3	0.1	0.4	37.7	62.3	100
Art, entertainment and recreation	50.8	49.2	100.0	0	0	0	50.8	49.2	100
Total	41.6	55.1	96.7	2.2	1.0	3.3	43.9	56.1	100
Total Number	14,749	19,519	34,268	796	369	1,165	15,545	19,888	35,433

Table 2.15 shows that, 78.0 percent of the employees employed in Government Parastatal were permanent employees, 15.6 percent were employed on a temporary and only 6.4 percent were employed as a casual basis.

Real estate activities and Art, entertainment and recreation had only permanent employees. Financial and insurance activities had 62.8 percent of permanent employees of which 44.1 percent were male and 18.7 percent female.

Table 2. 15: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2019/20 – Government Parastatal

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	32.3	41.9	74.2	13.7	12.1	25.8	0	0	0	46.0	54.0	100
Electricity, gas, steam and air conditioning supply	80.0	16.2	96.2	3.2	0.6	3.8	0	0	0	83.2	16.8	100
Water supply; sewerage, waste management and remediation activities	62.7	12.2	74.8	24.5	0.7	25.2	0	0	0	87.1	12.9	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	60.2	22.9	83.1	0.5	16.4	16.9	0	0	0	60.7	39.3	100
Transportation and storage	36.3	24.1	60.4	12.5	5.7	18.2	12.7	8.7	21.4	61.5	38.5	100
Information and communication	48.7	45.5	94.3	2.7	3.0	5.7	0	0	0	51.5	48.5	100
Financial and insurance activities	44.1	18.7	62.8	21.1	16.1	37.2	0	0	0	65.2	34.8	100
Real estate activities	59.4	40.6	100.0	0	0	0	0	0	0	59.4	40.6	100
Professional, Scientific and technical activities	55.7	26.2	82.0	14.8	3.3	18.0	0	0	0	70.5	29.5	100
Public administration and defense; compulsory social security	62.0	35.9	97.9	1.3	0.8	2.1	0	0	0	63.3	36.7	100
Education	58.7	34.7	93.4	3.7	2.9	6.6	0	0	0	62.4	37.6	100
Art, entertainment and recreation	44.6	55.4	100.0	0	0	0	0	0	0	44.6	55.4	100
Total	52.4	25.7	78.0	10.5	5.1	15.6	3.8	2.6	6.4	66.7	33.3	100
Total Number	3,382	1,657	5,039	678	328	1,006	246	168	414	4,306	2,153	6,459

Table 2.16 shows that only 14.5 percent (3,663 employees) of the total employees in the private sector were permanently employed, 78.7 percent were employed on temporary basis and 6.8 percent were casually employed.

Accommodation and food services activities employed 91.3 percent of employees on temporary basis while casual workers account for 3.0 percent. In education, most of the employees were temporary employed (69.0 percent), followed by permanent employees (28.8 percent) and casual employees were 2.3 percent.

Table 2. 16: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2019/20 – Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	0	0	0	0	0	0	77.4	22.6	100.0	77.4	22.6	100
Mining and Quarrying	2.8	1.4	4.3	29.4	0.9	30.3	38.4	27.0	65.4	70.6	29.4	100
Manufacturing	25.2	3.2	28.4	38.6	11.7	50.3	18.6	2.7	21.3	82.3	17.7	100
Water supply; sewerage, waste management and remediation activities	0	0	0	31.8	68.2	100.0	0	0	0	31.8	68.2	100
Construction	15.4	2.3	17.7	76.4	3.3	79.7	2.4	0.1	2.6	94.2	5.8	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	12.9	2.8	15.7	52.1	24.5	76.6	6.1	1.6	7.7	71.1	28.9	100
Transportation and storage	9.8	1.8	11.6	73.6	14.8	88.4	0	0	0	83.4	16.6	100
Accommodation and food services activities	4.0	1.8	5.8	60.3	31.0	91.3	2.0	1.0	3.0	66.3	33.7	100
Information and communication	16.0	8.5	24.5	14.7	3.4	18.1	34.5	22.9	57.4	65.2	34.8	100
Financial and insurance activities	60.5	28.5	89.0	6.4	4.7	11.0	0	0	0	66.9	33.1	100
Real estate activities	0	0	0	57.1	42.9	100.0	0	0	0	57.1	42.9	100
Professional, Scientific and technical activities	39.5	18.4	57.9	21.1	21.1	42.1	0	0	0	60.5	39.5	100
Administrative and support service activities	23.4	3.8	27.2	58.7	13.9	72.6	0.2	0	0.2	82.3	17.7	100
Public administration and defense; compulsory social security	22.6	2.6	25.2	70.6	4.2	74.8	0	0	0	93.2	6.8	100
Education	13.4	15.4	28.8	32.7	36.2	69.0	1.0	1.3	2.3	47.1	52.9	100
Human health and social work activity	2.5	4.2	6.7	29.4	34.3	63.7	14.9	14.6	29.6	46.8	53.2	100
Art, entertainment and recreation	50.4	11.5	61.8	34.4	3.1	37.4	0.8	0	0.8	85.5	14.5	100
Other service activities	23.3	16.7	40.1	11.9	7.2	19.1	13.3	27.6	40.8	48.5	51.5	100
Total	10.1	4.5	14.5	53.6	25.1	78.7	4.2	2.6	6.8	67.9	32.1	100
Total Number	2,538	1,125	3,663	13,500	6,326	19,826	1,064	650	1,714	17,102	8,101	25,203

Most of citizen employees were employed in education (17,760 employees) followed by Accommodation and food services activities (12,127 employees). The results reveal gender disparities in most of the industries, whereby male dominates. Most of male citizen employees (8,015 employees) work in the accommodation and food services and female citizen employees work in education (11,584 employees).

Non-citizen employees were employees mainly engaged in two industries. Out of 950 non-citizen employees, 461 employees were employed in accommodation and food services while 214 employees were employed in Construction, Table 2.17.

Table 2. 17: Number of Total Employment by Industry, Citizenship and Sex; 2019/20

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,034	761	1,795	0	0	0	1,034	761	1,795
Mining and Quarrying	148	62	210	1	0	1	149	62	211
Manufacturing	822	281	1,103	51	0	51	873	281	1,154
Electricity, gas, steam and air conditioning supply	658	133	791	0	0	0	658	133	791
Water supply; sewerage, waste management and remediation activities	1,728	1,252	2,980	0	0	0	1,728	1,252	2,980
Construction	2,030	248	2,278	207	7	214	2,237	255	2,492
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,064	433	1,497	12	0	12	1,076	433	1,509
Transportation and storage	1,782	862	2,644	17	2	19	1,799	864	2,663
Accommodation and food services activities	8,015	4,112	12,127	327	134	461	8,342	4,246	12,588
Information and communication	584	404	988	0	0	0	584	404	988
Financial and insurance activities	597	314	911	0	0	0	597	314	911
Real estate activities	61	42	103	0	0	0	61	42	103
Professional, Scientific and technical activities	767	606	1,373	9	2	11	776	608	1,384
Administrative and support service activities	441	91	532	9	6	15	450	97	547
Public administration and defense; compulsory social security	7,482	4,636	12,118	2	4	6	7,484	4,640	12,124
Education	6,176	11,584	17,760	72	52	124	6,248	11,636	17,884
Human health and social work activity	2,396	3,734	6,130	9	7	16	2,405	3,741	6,146
Art, entertainment and recreation	256	174	430	13	5	18	269	179	448
Other service activities	183	192	375	0	2	2	183	194	377
Total	36,224	29,921	66,145	729	221	950	36,953	30,142	67,095

CHAPTER THREE: WAGE RATE

3.0 Introduction

This chapter presents information on the average monthly gross earnings of regular citizen employees by salary range. The information of wage rate is useful for determining the welfare of employees and formulation of employment policy. Also, may be used to review the remuneration for employees.

3.1 Wage of Regular Citizens

The majority of employees (40.4 percent) earned between TZS 300,000 and TZS 399,999 per month and less than one percent of employees earned between TZS 200,000 and TZS 299,999 and under TZS 200,000 as shown in Table 3.1. It also indicates that, about (21.4 percent) earned between TZS 400,000 and TZS 499,999 per month and two in every ten (22.7 percent) of regular citizen employees earned TZS 600,000 and above.

There was a divergence in gross earnings for both males and females across the wage groups; whereby, 27.3 percent of male regular citizen employees and 18.4 percent for female employees received wage of 600,000 and above.

Table 3. 1: Percentage Distribution of Regular Citizen Employees by Wage Group and Sex; 2019/20

Wage Group (TZS)	Male	Female	Total
Under 200,000	0.4	0.5	0.4
200,000-299,999	0.9	0.7	0.8
300,000-399,999	41.4	39.4	40.4
400,000-499,999	15.3	27.1	21.4
500,000-599,999	14.7	14.0	14.3
600,000 +	27.3	18.4	22.7
Total	100	100	100
Total Number	20,594	22,275	42,869

3.2 Wage of Regular Citizen Employees by Sector

Table 3.2 shows that, the majority of employees in Government sector (43.3 percent) earned between TZS 300,000 and TZS 399,999 while for the Government Parastatals sector earned TZS 600,000 and above (55.4 percent) with slightly difference in proportion between males and females.

On the other hand, higher proportion of Government and Private sector employees were observed in wage group between TZS 300,000 and 399,999 (43.3 and 48.0 percent) respectively. All employees paid below TZS 200,000 and TZS 299,999 were engaged in private sector see table 3.2.

Table 3. 2: Percentage Distribution of Regular Citizen Employees by Wage Group, Sector and Sex; 2019/20

Wage Group (TZS)	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	-	-	-	-	-	-	3.4	9.3	5.2	0.4	0.5	0.4
200,000 -299,999	-	-	-	-	-	-	7.6	13.2	9.3	0.9	0.7	0.8
300,000 -399,999	45.7	41.6	43.3	15.4	13.1	14.6	51.5	40.1	48.0	41.4	39.4	40.4
400,000 -499,999	17.5	29.7	24.4	9.6	8.4	9.2	9.5	9.9	9.6	15.3	27.1	21.4
500,000 -599,999	14.8	13.8	14.2	20.3	21.7	20.8	6.3	6.3	6.3	14.7	14.0	14.3
600,000 +	22.0	15.0	18.0	54.7	56.8	55.4	21.7	21.2	21.5	27.3	18.4	22.7
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	14,749	19,519	34,268	3,382	1,657	5,039	2,463	1099	3,562	20,594	22,275	42,869

3.3 Wages of Regular Citizen Employees by Industry

Table 3.3 reveals that Education has the highest proportion of employees (52.8 percent) earning between 400,000-499,999 followed by Public administration and defense; compulsory social security with 18.9 percent of employees.

There are some industries that paid below TZS 200,000 per month, among other industries Education accounts for 56.5 percent of employees who were paid less than TZS 200,000. On the other hand, Education has the highest proportion (35.0 percent) of regular citizen employees earning TZS 600,000 and above per month.

Table 3. 3: Percentage Distribution of Regular Citizen Employees by Industry and Wage Group (TZS); 2019/20

Industry	Under 200,000	200,000- 299,999	300,000- 399,999	400,000- 499,999	500,000- 599,999	600,000 +	Total
Agriculture, forestry and fishing	0.0	0.0	8.3	1.7	1.0	0.8	4.1
Mining and Quarrying	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Manufacturing	10.8	0.0	1.3	0.9	1.4	0.7	1.1
Electricity, gas, steam and air conditioning supply	0.0	0.0	0.0	0.8	6.0	3.2	1.8
Water supply; sewerage, waste management and remediation activities	0.0	0.0	8.8	2.1	3.7	1.5	4.9
Construction	0.0	0.9	4.7	1.5	1.1	1.5	2.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	14.0	16.3	1.1	0.4	0.5	1.9	1.2
Transportation and storage	0.0	1.2	0.3	1.9	6.4	6.4	2.9
Accommodation and food services activities	0.5	12.7	2.5	1.0	0.7	1.0	1.6
Information and communication	0.0	2.1	1.5	0.7	0.7	1.7	1.3
Financial and insurance activities	0.0	0.0	0.0	0.0	0.2	6.2	1.4
Real estate activities	0.0	0.0	0.0	0.2	0.4	0.5	0.2
Professional, Scientific and technical activities	0.0	0.0	4.9	1.8	1.5	2.6	3.2
Administrative and support service activities	2.7	1.5	0.7	0.1	0.0	0.1	0.3
Public administration and defense; compulsory social security	0.0	0.0	25.6	18.9	22.5	27.1	23.8
Education	56.5	50.9	24.0	52.8	44.8	35.0	36.0
Human health and social work activity	2.7	2.1	14.4	14.3	8.3	9.2	12.2
Art, entertainment and recreation	0.0	4.5	1.5	0.6	0.4	0.3	0.9
Other service activities	12.9	7.8	0.1	0.3	0.4	0.3	0.4
Total	100	100	100	100	100	100	100
Total Number	186	332	17,300	9,182	6,135	9,734	42,869

CHAPTER FOUR: CASH EARNINGS

4.0 Introduction

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

4.1 Cash Earnings by Sector

Table 4.1 shows the total amount paid to all employees increased to 418,207 TZS million in 2019/20 from TZS 405,766 million in 2018/19. The amount used to pay female employees were TZS 172,247 million in 2018/19 and 174,851 TZS million in 2019/20 while for male counterparts were TZS 233,519 million in 2018/19 and 243,356 TZS million in 2019/20. Government spent more money in paying salaries than other sectors for all years.

Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2018/19 and 2019/20 (TZS Million)

Sector	2018/2019			2019/2020		
	Male	Female	Total	Male	Female	Total
Government	97,379	113,587	210,966	97,942	114,006	211,949
Government Parastatal	41,362	18,231	59,593	47,899	22,473	70,372
Private	94,778	40,429	135,207	97,515	38,371	135,887
Total	233,519	172,247	405,766	243,356	174,851	418,207

Figure 4.1 reveals that the middle most amount salary of employees was TZS 435,933 per month. The middle salary of female employees was to lower (TZS 375,000) compared with male employee's salary (TZS 472,367) per month.

Figure 4. 1: Median Salary of Employees per Month by Sex; 2019/20

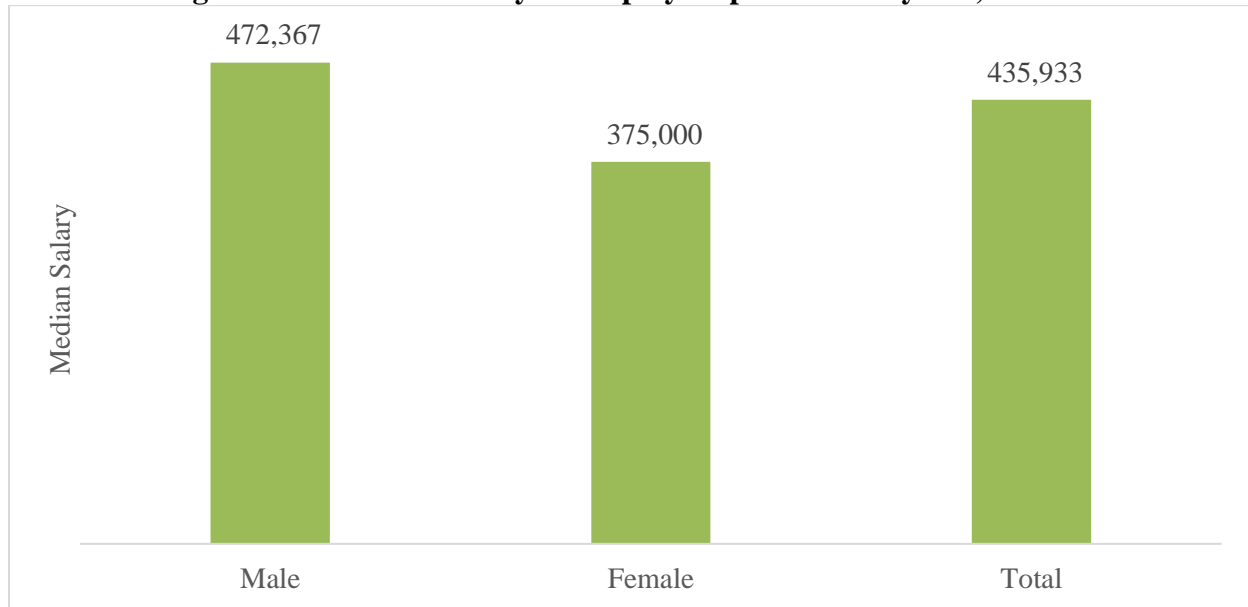


Table 4.2 reveals that, the average monthly salary of regular citizen employees was TZS 496,018. The results further show that employees in Government Parastatal had the highest monthly average salary of TZS 816,527. However, employees in the Private sector had the lowest monthly average salary which account for TZS 425,589. Female employees were paid less compared with male employees in all sector.

Table 4. 2: Monthly Average Salary of Regular Citizen Employees by Sector and Sex; 2019/20 (TZS)

Sector	Male	Female	Total
Government	465,673	482,003	475,397
Government Parastatal	806,340	830,365	816,527
Private	422,838	432,168	425,589
Total	490,744	500,581	496,018

4.2 Cash Earnings by Industry

Table 4.3 indicates that, employees in Financial and insurance activities had the highest monthly average salary (TZS 1,436,223) followed by Real estate activities (TZS 828,771). The third industry with the highest monthly average salary of regular employees was Professional, Scientific and technical activities (TZS 781,333). On the other hand, Art, entertainment and recreation had the lowest monthly average salary of TZS 340,694 per employee.

Generally, in comparison of sex distribution within the industries shows that, female employees had a higher average monthly salary than male employees.

Table 4. 3: Monthly Average Salary of Regular Citizen Employees by Industry and Sex; 2019/20 (TZS)

Industry	Male	Female	Total
Agriculture, forestry and fishing	343,686	347,358	345,722
Mining and Quarrying	588,819	397,440	473,991
Manufacturing	380,396	409,083	385,480
Electricity, gas, steam and air conditioning supply	560,886	621,542	578,899
Water supply; sewerage, waste management and remediation activities	437,404	400,627	416,562
Construction	428,751	512,622	447,663
Wholesale and retail trade; repair of motor vehicles and motorcycles	490,479	426,996	478,898
Transportation and storage	613,786	585,683	601,443
Accommodation and food services activities	397,272	389,913	394,705
Information and communication	526,001	501,217	516,377
Financial and insurance activities	1,377,950	1,519,242	1,436,223
Real estate activities	929,846	709,318	828,771
Professional, Scientific and technical activities	442,604	1,129,795	781,333
Administrative and support service activities	314,773	541,000	341,920
Public administration and defense; compulsory social security	480,634	502,519	490,581
Education	530,172	490,873	504,575
Human health and social work activity	466,216	458,612	461,303
Art, entertainment and recreation	330,378	358,586	340,694
Other service activities	429,676	441,277	434,002
Total	490,744	500,581	496,018

A total of TZS 24,162.6 Million shillings were used to pay the monthly salary for regular citizen employees in all industries. Out of the total TZS 12,653.3 Million shillings paid for male and TZS 11,509.3 Million shillings paid for female. The Education, Public administration and defence; compulsory social security and Human health and social work activity industries had higher amount of money paid to their employees with TZS 7,825.5 million shillings, TZS 6,555.4 million shillings and TZS 2,541.0 million shillings respectively (Table 4.4).

**Table 4. 4: Monthly Cash Earnings of Regular Citizen Employees by Industry and Sex; 2019/20
(TZS Million)**

Industry	Male	Female	Total
Agriculture, forestry and fishing	369.0	274.0	643.0
Mining and Quarrying	3.3	1.2	4.5
Manufacturing	171.0	54.4	225.4
Electricity, gas, steam and air conditioning supply	388.6	81.6	470.2
Water supply; sewerage, waste management and remediation activities	552.5	340.8	893.3
Construction	404.8	105.1	510.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	243.3	66.7	310.0
Transportation and storage	612.9	323.8	936.7
Accommodation and food services activities	218.8	91.1	310.0
Information and communication	249.7	159.4	409.2
Financial and insurance activities	887.4	371.4	1,258.8
Real estate activities	53.0	32.4	85.5
Professional, Scientific and technical activities	478.6	423.4	902.0
Administrative and support service activities	42.4	10.3	52.7
Public administration and defense; compulsory social security	3,950.0	2,605.4	6,555.4
Education	2,906.6	4,918.9	7,825.5
Human health and social work activity	1,001.2	1,539.8	2,541.0
Art, entertainment and recreation	82.4	83.2	165.6
Other service activities	37.7	26.2	64.0
Total	12,653.3	11,509.3	24,162.6

CHAPTER FIVE: WAGE BILL

5.0 Introduction

Wage-bill includes gross cash remuneration, costs of free rations and other benefits paid by employers to employees. Thus, is the amount of money that institution pays to its employees.

The analysis of wage bill by industry and sector provides an indication of relative costs incurred by employers in different industries and sectors.

5.1 Annual Wage bill

Table 5.1 reveals that, on average, employers paid 75.3 percent of the total wage bill as salaries. The share of free rations to the wage bill was only 3.6 percent.

In the Government sector, 74.7 percent of its total wage bill used for paying salaries whereas Government Parastatal and private sectors used 74.3 and 76.8 percent respectively. Government paid more amounts of other benefits (24.4 percent) compared with Government Parastatals institutions and Private.

Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2019/20

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	74.7	0.9	24.4	100
Government Parastatal	74.3	3.6	22.1	100
Private	76.8	8.0	15.2	100
Total	75.3	3.6	21.1	100

Table 5.2 shows that, Electricity, gas, steam and air conditioning supply industry spent 47.9 percent of their total wage bills for paying salaries, these means that employees are getting more free ration (17.1 percent) and other benefit (35.0 percent) apart from their salaries.

Table 5. 2: Composition of Annual Wage Bill by Industry; 2019/20

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	79.7	0.2	20.1	100
Mining and Quarrying	79.3	3.7	17.0	100
Manufacturing	78.6	3.6	17.8	100
Electricity, gas, steam and air conditioning supply	47.9	17.1	35.0	100
Water supply; sewerage, waste management and remediation activities	71.6	0.6	27.8	100
Construction	84.2	2.3	13.4	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	76.9	3.7	19.4	100
Transportation and storage	83.5	2.2	14.3	100
Accommodation and food services activities	73.5	12.3	14.2	100
Information and communication	86.1	0.1	13.8	100
Financial and insurance activities	75.3	1.2	23.5	100
Real estate activities	84.1	0.1	15.9	100
Professional, Scientific and technical activities	75.1	0.6	24.3	100
Administrative and support service activities	79.0	3.1	17.9	100
Public administration and defense; compulsory social security	65.4	2.4	32.2	100
Education	83.1	0.5	16.3	100
Human health and social work activity	81.4	0.4	18.2	100
Art, entertainment and recreation	80.5	1.9	17.7	100
Other service activities	82.5	2.1	15.4	100
Total	75.3	3.6	21.1	100

Table 5.3 shows that permanent employees contribute 52.6 percent of the total wage bill and only 3.6 percent of the wage bill was from free ration. Mining and quarrying industry spent more of its wage bill on salary (36.4 percent) of casual employees compared with other industries.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2019/20

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
Agriculture, forestry and fishing	79.0	0.0	0.7	0.2	20.1	100
Mining and Quarrying	16.6	26.3	36.4	3.7	17.0	100
Manufacturing	37.9	34.4	6.3	3.6	17.8	100
Electricity, gas, steam and air conditioning supply	47.0	0.9	0.0	17.1	35.0	100
Water supply; sewerage, waste management and remediation activities	60.6	11.0	0.0	0.6	27.8	100
Construction	41.5	42.1	0.7	2.3	13.4	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	36.8	37.3	2.8	3.7	19.4	100
Transportation and storage	48.1	28.7	6.7	2.2	14.3	100
Accommodation and food services activities	4.5	67.9	1.1	12.3	14.2	100
Information and communication	54.8	16.9	14.4	0.1	13.8	100
Financial and insurance activities	59.5	15.8	0.0	1.2	23.5	100
Real estate activities	82.3	1.8	0.0	0.1	15.9	100
Professional, Scientific and technical activities	72.3	2.7	0.0	0.6	24.3	100
Administrative and support service activities	19.9	59.0	0.1	3.1	17.9	100
Public administration and defense; compulsory social security	60.0	5.4	0.0	2.4	32.2	100
Education	73.5	9.5	0.1	0.5	16.3	100
Human health and social work activity	70.2	9.7	1.6	0.4	18.2	100
Art, entertainment and recreation	69.3	11.0	0.1	1.9	17.7	100
Other service activities	48.1	26.2	8.3	2.1	15.4	100
Total	52.6	21.6	1.1	3.6	21.1	100

Table 5.4 shows that, 74.7 percent of the Government wage bill used for paying salaries and only 0.9 percent of the wage bill was for free rations. The leading industries for having high percentage of wage bill used for salaries were Wholesale and Retail trade, repair of Motor vehicles and Motorcycles (88.1 percent), Manufacturing (84.3 percent) and Education (84.1 percent).

Table 5. 4: Composition of Annual Wage Bill by Industry; 2019/20 – Government

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	79.6	0.2	20.3	100
Manufacturing	84.3	0.0	15.7	100
Water supply; sewerage, waste management and remediation activities	70.2	0.4	29.4	100
Construction	81.3	0.1	18.6	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	88.1	0.0	11.9	100
Professional, Scientific and technical activities	73.6	0.5	25.9	100
Public administration and defense; compulsory social security	63.8	2.3	34.0	100
Education	84.1	0.0	15.9	100
Human health and social work activity	81.0	0.0	19.0	100
Art, entertainment and recreation	81.0	0.4	18.6	100
Total	74.7	0.9	24.4	100

Table 5.5 shows that, 74.3 percent of the wage bill of the Government Parastatal sector was used for paying salaries and only 3.6 percent of the wage bill was used for free rations. Transportation and storage used 85.2 percent of their annual wage bill to pay salaries while Electricity, Gas, Steam and Air Conditioning Supply spent 47.9 percent of their wage bill for paying salaries.

Table 5. 5: Composition of Annual Wage Bill by Industry; 2019/20 – Government Parastatals

Industry	Salary	Free Ration	Other Benefit	Wage bill
Manufacturing	75.6	0.2	24.2	100
Electricity, gas, steam and air conditioning supply	47.9	17.1	35.0	100
Water supply; sewerage, waste management and remediation activities	72.7	1.3	26.0	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	79.5	3.4	17.1	100
Transportation and storage	85.2	1.5	13.3	100
Information and communication	79.2	0.0	20.8	100
Financial and insurance activities	74.8	1.0	24.2	100
Real estate activities	83.8	0.1	16.1	100
Professional, Scientific and technical activities	83.7	0.3	16.0	100
Public administration and defense; compulsory social security	72.5	4.2	23.3	100
Education	81.7	0.3	18.0	100
Art, entertainment and recreation	77.9	0.4	21.7	100
Total	74.3	3.6	22.1	100

The results of Table 5.6 show that, 76.8 percent of the wage bill for the private sector was used for paying salaries and 8.0 percent of the wage bill was for free rations. Both Agriculture, forestry and fishing and Water supply; sewerage, waste management and remediation activities used 100 percent of their annual wage bill to pay salaries and do not provide free ration and other benefits to the staff.

Table 5. 6: Composition of Annual Wage Bill by Industry; 2019/20 – Private

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	100.0	0.0	0.0	100
Mining and Quarrying	79.3	3.7	17.0	100
Manufacturing	78.1	4.7	17.2	100
Water supply; sewerage, waste management and remediation activities	100.0	0.0	0.0	100
Construction	85.7	3.4	10.9	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	73.8	4.5	21.7	100
Transportation and storage	79.5	3.7	16.8	100
Accommodation and food services activities	73.5	12.3	14.2	100
Information and communication	91.2	0.1	8.7	100
Financial and insurance activities	78.0	2.2	19.8	100
Real estate activities	97.6	0.0	2.4	100
Professional, Scientific and technical activities	74.2	6.6	19.2	100
Administrative and support service activities	79.0	3.1	17.9	100
Public administration and defense; compulsory social security	75.5	0.1	24.4	100
Education	79.8	2.9	17.3	100
Human health and social work activity	84.0	2.6	13.4	100
Art, entertainment and recreation	80.7	5.5	13.8	100
Other service activities	82.5	2.1	15.4	100
Total	76.8	8.0	15.2	100

CHAPTER SIX: NEW EMPLOYEES

6.0 Introduction

This chapter shows the information of new employees employed in a financial year of 2019/20 in various sectors and industries. The results from analysis based on sector, industry, occupation, education level, subject of training and citizenship. Also, it shows their starting salaries per month.

6.1 New Employees

The results from Table 6.1 show that, the total number of new employees in 2019/20 was 4,654 employees of whom 2,017 were male and 2,637 were female employees.

The proportion of new female employees was higher (56.7 percent) than the proportion of male (43.3 percent). Unlike the Private sectors, both Government and Government Parastatals sector employed more female than male employees.

Table 6. 1: Distribution of New Employees by Sector and Sex; 2019/20

Sector	Number of Employees			Sex distribution		
	Male	Female	Total	Male	Female	Total
Government	1,344	1,959	3,303	40.7	59.3	100
Government Parastatal	174	190	364	47.8	52.2	100
Private	499	488	987	50.6	49.4	100
Total	2,017	2,637	4,654	43.3	56.7	100

Table 6.2 shows that, the total number of new employees in 2019/20 increased to 4,654 employees from 3,332 employees in 2018/19. Proportion of new employees employed in Government sector was higher in 2019/20 (71.0 percent) than in 2018/19 (54.7 percent). New employees employed in Private sector in 2019/20 decreased to 21.2 percent from 35.9 percent in 2018/19.

Among the sectors, Government sector had more female new employees (62.0 percent and 74.3 percent) than the other sectors in both 2018/19 and 2019/20 respectively.

Table 6. 2: Percentage Distribution of New Employees by Sector and Sex; 2018/19 and 2019/20

Sector	2018/2019			2019/2020		
	Male	Female	Total	Male	Female	Total
Government	47.3	62.0	54.7	66.6	74.3	71.0
Government Parastatal	11.0	7.7	9.4	8.6	7.2	7.8
Private	41.6	30.3	35.9	24.7	18.5	21.2
Total	100	100	100	100	100	100
Total Number	1,648	1,684	3,332	2,017	2,637	4,654

Table 6.3 shows that there was high variation within industries whereby out of the total new employees, Public administration and defence; compulsory social security depicts the highest number of 1,326 new employees followed by education with 1003 new employees, and Human Health and Social Work activity with 599 new employees.

The industry with the least number of new employees was Information and communication (15 new employees).

Public administration and defence; compulsory social security employed higher number of female new employees (706 new employees) compared with other industries.

Table 6. 3: Number of New Employees by Industry and Sex; 2019/20

Industry	Male	Female	Total
Agriculture, forestry and fishing	99	101	200
Manufacturing	60	63	123
Electricity, gas, steam and air conditioning supply	50	6	56
Water supply; sewerage, waste management and remediation activities	132	142	274
Construction	47	30	77
Wholesale and retail trade; repair of motor vehicles and motorcycles	35	9	44
Transportation and storage	23	49	72
Accommodation and food services activities	249	283	532
Information and communication	12	3	15
Financial and insurance activities	32	42	74
Real estate activities	0	21	21
Professional, Scientific and technical activities	45	98	143
Administrative and support service activities	26	27	53
Public administration and defense; compulsory social security	620	706	1,326
Education	321	682	1,003
Human health and social work activity	240	359	599
Art, entertainment and recreation	26	16	42
Total	2,017	2,637	4,654

In 2019/20, about 33.2 percent of new employees were employed as Technicians and Associate professionals and only 0.8 percent of new employees were employed as Legislators, Administrators and Managers. Females were most likely to be employed as Technicians and Associate professionals (37.6 percent) and they were less likely to hold the positions of Legislators, Administrators and Managers and Plant and Machine Operators and Assemblers with the same percent of 0.3 percent. New male employees were mainly employed as Technicians and Associate professionals (27.4 percent), Table 6.4.

Table 6. 4: Distribution of New Employees by Occupation and Sex; 2019/20

Occupation	Number			Percent		
	Male	Female	Total	Male	Female	Total
Legislators, Administrators and Managers	27	8	35	1.3	0.3	0.8
Professionals	374	484	858	18.5	18.4	18.4
Technicians and Associate Professionals	552	991	1,543	27.4	37.6	33.2
Clerks	145	332	477	7.2	12.6	10.2
Service Workers and Shop Sales Workers	139	167	306	6.9	6.3	6.6
Skilled Agricultural and Fishery Workers	71	74	145	3.5	2.8	3.1
Craft and Related Workers	54	86	140	2.7	3.3	3.0
Plant and Machine Operators and Assemblers	173	9	182	8.6	0.3	3.9
Elementary Occupations	482	486	968	23.9	18.4	20.8
Total	2,017	2,637	4,654	100	100	100

The findings from Table 6.5 reveal that more than one third (38.5 percent) of new employees had attained certificate level. The proportion of male new employee's certificate level was higher (34.6 percent) than Tertiary University (23.7 percent). Most of female new employees attained certificate level (41.4 percent).

Table 6. 5: Distribution of New Employees by Education level and Sex; 2019/20

Education Level	Number			Percent		
	Male	Female	Total	Male	Female	Total
Tertiary university	478	627	1,105	23.7	23.8	23.7
Tertiary Non-University	78	132	210	3.9	5.0	4.5
Certificate	697	1,093	1,790	34.6	41.4	38.5
Vocational Education	52	110	162	2.6	4.2	3.5
Secondary A level	62	61	123	3.1	2.3	2.6
Secondary O level	580	549	1,129	28.8	20.8	24.3
Primary Education	70	65	135	3.5	2.5	2.9
Total	2,017	2,637	4,654	100	100	100

Table 6.6 reveals that, 99.5 percent of new employees were citizen of Tanzania; and the proportion of both male and female new employees were almost equal (99.3percent and 99.7 percent respectively and very few non-citizens were employed (0.5 percent).

Table 6. 6: Distribution of New Employees by Citizenship and Sex; 2019/20

Citizenship	Number			Percent		
	Male	Female	Total	Male	Female	Total
Tanzania	2,002	2,630	4,632	99.3	99.7	99.5
Kenya	4	4	8	0.2	0.2	0.2
Burundi	2	0	2	0.1	0.0	0.0
Others	9	3	12	0.4	0.1	0.3
Total	2,017	2,637	4,654	100	100	100

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

Table 6.7 depicts that, the high proportion of new employees started work with salary between TZS 300,000 and 399,999 (61.2 percent). Very few of new employees started working with salary between TZS 200,000 and 299,999 (1.5 percent). Only 8.6 percent of new employees were able to start work with a salary of TZS 600,000 and above.

Table 6. 7: Distribution of New Employees by Starting Salary and Sex; 2019/20

Starting Salary	Number			Percent		
	Male	Female	Total	Male	Female	Total
Under 200,000	81	58	139	4.0	2.2	3.0
200,000 - 299,999	31	37	68	1.5	1.4	1.5
300,000 - 399,999	1209	1639	2,848	59.9	62.2	61.2
400,000 - 499,999	251	265	516	12.4	10.0	11.1
500,000 - 599,999	272	413	685	13.5	15.7	14.7
600,000 +	173	225	398	8.6	8.5	8.6
Total	2,017	2,637	4,654	100	100	100

Table 6.8 shows that, most of new employees have trained in field of Education (941 employees) of whom 311 were male and 630 were female employees, followed by Service Traders Programs (868 employees) and Commercial, Clerical, Business and Public Administration Programs (739 employees) compared with other programs.

Table 6. 8: Number of New Employees by Subject of Training and Sex; 2019/20

Subject of Training	Male	Female	Total
Not Stated	361	363	724
General training Program	27	22	49
Education Training	311	630	941
Programs in Languages	1	0	1
Other Humanity Courses	3	1	4
Social and Behavior Science Programs	63	77	140
Commercial, Clerical, Business and Public Administration Programs	248	491	739
Programs in Law	31	46	77
Natural Science	11	4	15
Mathematics and Computer science Programs	66	73	139
Medicine and Health Related Programs	156	217	373
Construction Trades Programs	60	5	65
Other Crafts, Trades and Industrial Programs	65	19	84
Engineering and Applied Programs	60	45	105
Architectural and Town Planning Programs	3	1	4
Agriculture, Forestry and Fishing Programs	60	85	145
Home Economics and Domestic Science Programs	4	1	5
Transport and Communication Programs	97	38	135
Service Traders Programs	371	497	868
Programs in Mass Communication and Documentation	18	22	40
Other Programs	1	0	1
Total	2,017	2,637	4,654

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

7.0 Introduction

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

7.1 New Vacancies

The findings reveal that, government sector had the largest proportion of new vacancies (94 percent) compared to other sectors, Figure 7.1

Figure 7. 1: Percentage Distribution of New Vacancies by Sector; 2019/20

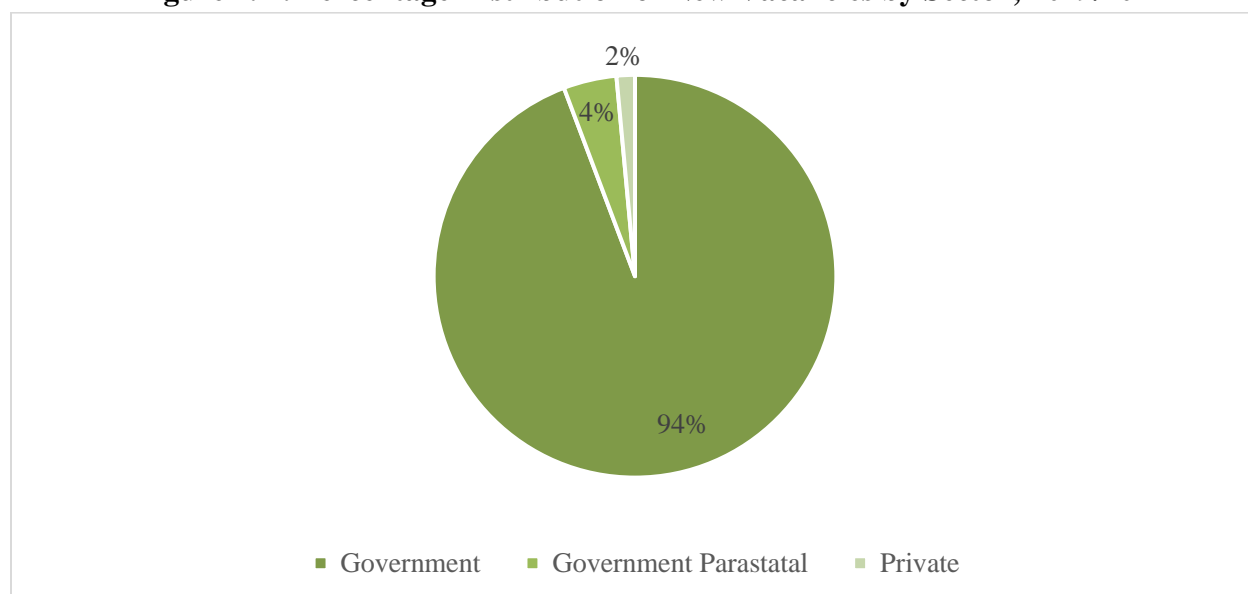


Table 7.1 shows that, Education industry had the largest number of new vacancies, 1,967 vacancies which is equivalent to 34.6 percent followed by Human health and social work activity with 1,486 vacancies (26.1 percent) and Public administration and defense; compulsory social security with 1,162 vacancies (20.4 percent).

Table 7. 1: Distribution of New Vacancies by Industry; 2019/20

Industry	Number	Percentage
Agriculture, forestry and fishing	398	7.0
Manufacturing	9	0.2
Water supply; sewerage, waste management and remediation activities	309	5.4
Construction	21	0.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	42	0.7
Transportation and storage	18	0.3
Accommodation and food services activities	20	0.4
Information and communication	2	0.0
Financial and insurance activities	103	1.8
Real estate activities	3	0.1
Professional, Scientific and technical activities	128	2.2
Public administration and defense; compulsory social security	1,162	20.4
Education	1,967	34.6
Human health and social work activity	1,486	26.1
Art, entertainment and recreation	23	0.4
Other service activities	2	0.0
Total	5,693	100

Table 7.2 reveals that out of 5,366 new vacancies in Government sector, 1,911 vacancies were in Education followed by Human health and social work activity with 1,479 vacancies.

In the Government Parastatal sector, Financial and insurance activities was a leading industry with 103 vacancies followed by Public administration and defense; compulsory social security accounting for 70 vacancies.

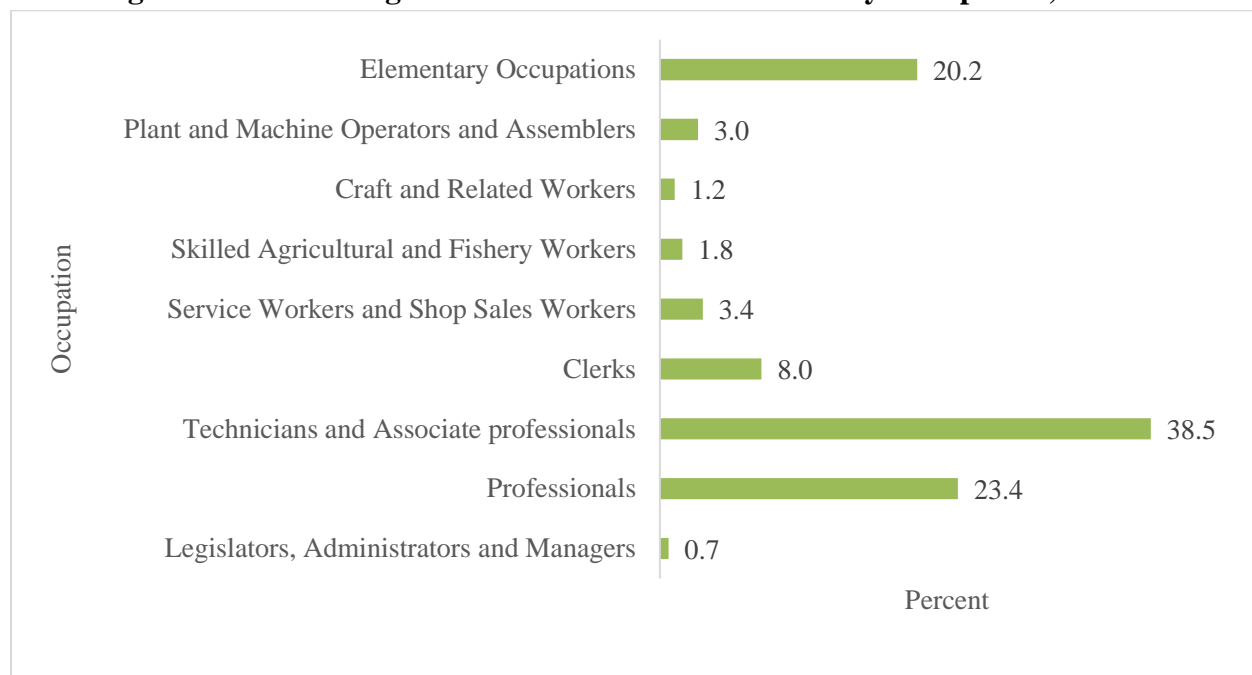
In the Private sector, Education had the highest proportion of new vacancies with 42 vacancies.

Table 7. 2: Total Number of New Vacancies by Industry and Sector; 2019/20

Industry	Government	Government Parastatal	Private	Total
Agriculture, forestry and fishing	398	0	0	398
Manufacturing	4	5	0	9
Water supply; sewerage, waste management and remediation activities	309	0	0	309
Construction	13	0	8	21
Wholesale and retail trade; repair of motor vehicles and motorcycles	17	22	3	42
Transportation and storage	0	18	0	18
Accommodation and food services activities	0	0	20	20
Information and communication	0	0	2	2
Financial and insurance activities	0	103	0	103
Real estate activities	0	3	0	3
Professional, Scientific and technical activities	128	0	0	128
Public administration and defense; compulsory social security	1,092	70	0	1,162
Education	1,911	14	42	1,967
Human health and social work activity	1,479	0	7	1,486
Art, entertainment and recreation	15	8	0	23
Other service activities	0	0	2	2
Total	5,366	243	84	5,693

Figure 7.2 shows that, the largest proportion of new vacancies was in Technicians and Associate professionals (38.5 percent) followed by Professionals (23.4 percent) and Elementary Occupations (20.2 percent). However, Legislators, Administrators and Managers (0.7 percent) had the least proportion of new vacancies.

Figure 7. 2: Percentage Distribution of New Vacancies by Occupation; 2019/20



In order to be employed in any job, type of relevant education required. Table 7.3 shows that, most of occupations require a person to hold a Certificate in order to fill vacancy available (45.4 percent) and followed by Tertiary University education level (28.5 percent). Also, it is revealed that only 1.2 percent of new vacancies were required candidates with Tertiary Non-University.

Most of vacancy available in Professional required Tertiary University level in order to be employed (823 vacancies) compared with other education level. There was other occupation such as Elementary work just requires Secondary O level education to be employed (900 vacancy).

Table 7. 3: Total Number of New Vacancies by Occupation and Education Level; 2019/20

Occupation	Tertiary University	Tertiary Non-University	Certificate	Vocational Education	Secondary A level	Secondary O level	Primary Education	Total
Legislators, Administrators and Managers	26	7	6	0	0	0	0	39
Professionals	823	31	466	0	1	9	1	1331
Technicians and Associate professionals	620	19	1449	97	5	2	0	2192
Clerks	79	4	296	2	12	60	0	453
Service Workers and Shop Sales Workers	17	0	70	0	54	47	4	192
Skilled Agricultural and Fishery Workers	25	3	65	0	0	4	3	100
Craft and Related Workers	6	0	40	6	0	10	4	66
Plant and Machine Operators and Assemblers	8	1	46	10	3	102	1	171
Elementary Occupations	19	6	149	3	11	900	61	1149
Total	28.5	1.2	45.4	2.1	1.5	19.9	1.3	100
Total Number	1623	71	2587	118	86	1134	74	5693

7.2 Retired and Fired/Quit Employees

The result shows that, the total number of retired employees in 2019/20 was 4,330 persons of whom 3,926 persons were in the Government sector, 349 persons in Government Parastatals and 55 persons in the Private sector.

On the other hand, more male employees were retired compared to female employees in all sectors, Table 7.4.

Table 7. 4: Number of Retired Employees by Sector and Sex; 2019/20

Sector	Male	Female	Total
Government	2,362	1,564	3,926
Government Parastatal	314	35	349
Private	51	4	55
Total	2,727	1,603	4,330

Table 7.5 shows that, the total number of fired/quit employees in 2019/20 was 464 out of whom 244 were male and 220 were female. The proportions of male fired/quit employees were higher than female employees in all sectors.

Table 7. 5: Number of Fired/Quit Employees by Sector and Sex; 2019/20

Sector	Male	Female	Total
Government	23	14	37
Government Parastatal	42	10	52
Private	179	196	375
Total	244	220	464

APPENDIXES

Appendix 1: Tables

Table 2. 1. 2: Number of Total Employment by Sector and Sex; 2019/20

Sector	Male	Female	Total
Government	15,545	19,888	35,433
Government Parastatal	4,306	2,153	6,459
Private	17,102	8,101	25,203
Total	36,953	30,142	67,095

Table 2. 2.2: Number of Youth (15-35 years) employees Sector by, Type of Contract and Sex, 2019/20

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	4,392	6,464	10,856	271	200	471	-	-	-	4,663	6,664	11,327
Government Parastatal	671	494	1,165	502	259	761	57	39	96	1,230	792	2,022
Private	1,539	645	2,184	8,241	4,429	12,670	797	486	1,283	10,577	5,560	16,137
Total	6,602	7,603	14,205	9,014	4,888	13,902	854	525	1,379	16,470	13,016	29,486

Table 2. 3.2: Number of Adult (36+ years) employees Sector by, Type of Contract and Sex, 2019/20

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	10,357	13,055	23,412	525	169	694	-	-	-	10,882	13,224	24,106
Government Parastatal	2,711	1,163	3,874	176	69	245	189	129	318	3,076	1,361	4,437
Private	999	480	1,479	5,259	1,897	7,156	267	164	431	6,525	2,541	9,066
Total	14,067	14,698	28,765	5,960	2,135	8,095	456	293	749	20,483	17,126	37,609

Table 2. 4.2: Number of Employment by Sector, Types of Contract and Sex; 2019/20

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	14,749	19,519	34,268	796	369	1,165	-	-	-	15,545	19,888	35,433
Government Parastatal	3,382	1,657	5,039	678	328	1,006	246	168	414	4,306	2,153	6,459
Private	2,538	1,125	3,663	13,500	6,326	19,826	1,064	650	1,714	17,102	8,101	25,203
Total	20,669	22,301	42,970	14,974	7,023	21,997	1,310	818	2,128	36,953	30,142	67,095

Table 2.5.2: Number of Employees Profession by Sector, Citizenship and Sex; 2019/20

Sector	Citizen								Noncitizen							
	Leader		Professional		Skilled		Unskilled		Leader		Professional		Skilled		Unskilled	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Government	297	121	5,022	5,092	5,202	10,883	5,004	3,782	0	0	20	10	0	0	0	0
Government Parastatal	115	33	1,020	562	1,663	873	1,244	506	0	0	10	10	8	1	0	0
Private	1,201	482	1,164	654	8,737	4,362	4,245	1,753	207	86	275	80	89	32	120	2
Total	1,613	636	7,206	6,308	15,602	16,118	10,493	6,041	207	86	305	100	97	33	120	2

Table 2. 6.2: Number of Employment by Sector, Citizenship and Sex; 2019/20

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	15,525	19,878	35,403	20	10	30	15,545	19,888	35,433
Government Parastatal	4,288	2,142	6,430	18	11	29	4,306	2,153	6,459
Private	16,411	7,901	24,312	691	200	891	17,102	8,101	25,203
Total	36,224	29,921	66,145	729	221	950	36,953	30,142	67,095

Table 2. 7.2: Percentage Distribution of Employees by Industry and Sex; 2018/19 and 2019/20

Industry	2018/2019			2019/2020		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	3.7	3.4	3.6	2.8	2.5	2.7
Mining and Quarrying	0.6	0.3	0.5	0.4	0.2	0.3
Manufacturing	2.9	1.1	2.1	2.4	0.9	1.7
Electricity, gas, steam and air conditioning supply	1.8	0.5	1.2	1.8	0.4	1.2
Water supply; sewerage, waste management and remediation activities	3.8	2.8	3.3	4.7	4.2	4.4
Construction	3.2	0.7	2.1	6.1	0.8	3.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	2.7	1.5	2.1	2.9	1.4	2.2
Transportation and storage	5.5	2.9	4.3	4.9	2.9	4.0
Accommodation and food services activities	23.9	14.5	19.7	22.6	14.1	18.8
Information and communication	1.9	1.8	1.8	1.6	1.3	1.5
Financial and insurance activities	1.5	1.1	1.3	1.6	1.0	1.4
Real estate activities	0.2	0.1	0.2	0.2	0.1	0.2
Professional, Scientific and technical activities	1.2	0.9	1.1	2.1	2.0	2.1
Administrative and support service activities	1.2	0.4	0.8	1.2	0.3	0.8
Public administration and defense; compulsory social security	20.6	16.4	18.7	20.3	15.4	18.1
Education	18.0	37.8	26.8	16.9	38.6	26.7
Human health and social work activity	6.2	13.0	9.2	6.5	12.4	9.2
Art, entertainment and recreation	0.6	0.6	0.6	0.7	0.6	0.7
Other service activities	0.5	0.5	0.5	0.5	0.6	0.6
Total	100	100	100	100	100	100
Total Number	34,988	27,816	62,804	36,953	30,142	67,095

Table 2. 8.2: Number of Total Employees by Industry, Age Group and Sex, 2019/20

Industry	Youth (Age 15-35)			Adult (Age 36+)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	239	272	511	795	489	1,284	1,034	761	1,795
Mining and Quarrying	45	17	62	104	45	149	149	62	211
Manufacturing	545	151	696	328	130	458	873	281	1,154
Electricity, gas, steam and air conditioning supply	141	54	195	517	79	596	658	133	791
Water supply; sewerage, waste management and remediation activities	622	682	1,304	1,106	570	1,676	1,728	1,252	2,980
Construction	1,114	93	1,207	1,123	162	1,285	2,237	255	2,492
Wholesale and retail trade; repair of motor vehicles and motorcycles	383	143	526	693	290	983	1,076	433	1,509
Transportation and storage	677	350	1,027	1,122	514	1,636	1,799	864	2,663
Accommodation and food services activities	5,654	3,124	8,778	2,688	1,122	3,810	8,342	4,246	12,588
Information and communication	370	226	596	214	178	392	584	404	988
Financial and insurance activities	237	183	420	360	131	491	597	314	911
Real estate activities	15	14	29	46	28	74	61	42	103
Professional, Scientific and technical activities	184	178	362	592	430	1,022	776	608	1,384
Administrative and support service activities	180	65	245	270	32	302	450	97	547
Public administration and defense; compulsory social security	2,516	1,795	4,311	4,968	2,845	7,813	7,484	4,640	12,124
Education	2,053	3,419	5,472	4,195	8,217	12,412	6,248	11,636	17,884
Human health and social work activity	1,247	2,045	3,292	1,158	1,696	2,854	2,405	3,741	6,146
Art, entertainment and recreation	134	67	201	135	112	247	269	179	448
Other service activities	114	138	252	69	56	125	183	194	377
Total	16,470	13,016	29,486	20,483	17,126	37,609	36,953	30,142	67,095

Table 2. 9.2: Number of Total Employment by Industry, Sector and Sex; 2019/20

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	993	749	1,742	0	0	0	41	12	53	1,034	761	1,795
Mining and Quarrying	0	0	0	0	0	0	149	62	211	149	62	211
Manufacturing	93	59	152	57	67	124	723	155	878	873	281	1,154
Electricity, gas, steam and air conditioning supply	0	0	0	658	133	791	0	0	0	658	133	791
Water supply; sewerage, waste management and remediation activities	1,014	1,007	2,021	644	95	739	70	150	220	1,728	1,252	2,980
Construction	764	165	929	0	0	0	1,473	90	1,563	2,237	255	2,492
Wholesale and retail trade; repair of motor vehicles and motorcycles	152	28	180	122	79	201	802	326	1,128	1,076	433	1,509
Transportation and storage	0	0	0	1,189	743	1,932	610	121	731	1,799	864	2,663
Accommodation and food services activities	0	0	0	0	0	0	8,342	4,246	12,588	8,342	4,246	12,588
Information and communication	0	0	0	225	212	437	359	192	551	584	404	988
Financial and insurance activities	0	0	0	482	257	739	115	57	172	597	314	911
Real estate activities	0	0	0	57	39	96	4	3	7	61	42	103
Professional, Scientific and technical activities	710	575	1,285	43	18	61	23	15	38	776	608	1,384
Administrative and support service activities	0	0	0	0	0	0	450	97	547	450	97	547
Public administration and defense; compulsory social security	5,497	4,328	9,825	330	191	521	1,657	121	1,778	7,484	4,640	12,124
Education	4,243	9,628	13,871	470	283	753	1,535	1,725	3,260	6,248	11,636	17,884
Human health and social work activity	1,951	3,225	5,176	0	0	0	454	516	970	2,405	3,741	6,146
Art, entertainment and recreation	128	124	252	29	36	65	112	19	131	269	179	448
Other service activities	0	0	0	0	0	0	183	194	377	183	194	377
Total	15,545	19,888	35,433	4,306	2,153	6,459	17,102	8,101	25,203	36,953	30,142	67,095

Table 2.10.2: Number of Employment by Industry, Types of Contract and Sex; 2019/20 - Government

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	993	749	1,742	0	0	0	993	749	1,742
Manufacturing	90	59	149	3	0	3	93	59	152
Water supply; sewerage, waste management and remediation activities	769	768	1,537	245	239	484	1,014	1,007	2,021
Construction	752	165	917	12	0	12	764	165	929
Wholesale and retail trade; repair of motor vehicles and motorcycles	150	28	178	2	0	2	152	28	180
Professional, Scientific and technical activities	705	574	1,279	5	1	6	710	575	1,285
Public administration and defense; compulsory social security	5,019	4,216	9,235	478	112	590	5,497	4,328	9,825
Education	4,209	9,617	13,826	34	11	45	4,243	9,628	13,871
Human health and social work activity	1,934	3,219	5,153	17	6	23	1,951	3,225	5,176
Art, entertainment and recreation	128	124	252	0	0	0	128	124	252
Total	14,749	19,519	34,268	796	369	1,165	15,545	19,888	35,433

Table 2.11.2: Number of Employment by Industry, Types of Contract and Sex; 2019/20 – Government Parastatal

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	40	52	92	17	15	32	-	-	-	57	67	124
Electricity, gas, steam and air conditioning supply	633	128	761	25	5	30	-	-	-	658	133	791
Water supply; sewerage, waste management and remediation activities	463	90	553	181	5	186	-	-	-	644	95	739
Wholesale and retail trade; repair of motor vehicles and motorcycles	121	46	167	1	33	34	-	-	-	122	79	201
Transportation and storage	701	465	1,166	242	110	352	246	168	414	1,189	743	1,932
Information and communication	213	199	412	12	13	25	-	-	-	225	212	437
Financial and insurance activities	326	138	464	156	119	275	-	-	-	482	257	739
Real estate activities	57	39	96	0	0	0	-	-	-	57	39	96
Professional, Scientific and technical activities	34	16	50	9	2	11	-	-	-	43	18	61
Public administration and defense; compulsory social security	323	187	510	7	4	11	-	-	-	330	191	521
Education	442	261	703	28	22	50	-	-	-	470	283	753
Art, entertainment and recreation	29	36	65	0	0	0	-	-	-	29	36	65
Total	3,382	1,657	5,039	678	328	1,006	246	168	414	4,306	2,153	6,459

Table 2.12.2: Number of Employment by Industry, Types of Contract and Sex; 2019/20 – Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	0	0	0	0	0	0	41	12	53	41	12	53
Mining and Quarrying	6	3	9	62	2	64	81	57	138	149	62	211
Manufacturing	221	28	249	339	103	442	163	24	187	723	155	878
Water supply; sewerage, waste management and remediation activities	0	0	0	70	150	220	0	0	0	70	150	220
Construction	241	36	277	1,194	52	1,246	38	2	40	1,473	90	1,563
Wholesale and retail trade; repair of motor vehicles and motorcycles	145	32	177	588	276	864	69	18	87	802	326	1,128
Transportation and storage	72	13	85	538	108	646	0	0	0	610	121	731
Accommodation and food services activities	502	222	724	7,587	3,901	11,488	253	123	376	8,342	4,246	12,588
Information and communication	88	47	135	81	19	100	190	126	316	359	192	551
Financial and insurance activities	104	49	153	11	8	19	0	0	0	115	57	172
Real estate activities	0	0	0	4	3	7	0	0	0	4	3	7
Professional, Scientific and technical activities	15	7	22	8	8	16	0	0	0	23	15	38
Administrative and support service activities	128	21	149	321	76	397	1	0	1	450	97	547
Public administration and defense; compulsory social security	402	46	448	1,255	75	1,330	0	0	0	1,657	121	1,778
Education	436	502	938	1,067	1,181	2,248	32	42	74	1,535	1,725	3,260
Human health and social work activity	24	41	65	285	333	618	145	142	287	454	516	970
Art, entertainment and recreation	66	15	81	45	4	49	1	0	1	112	19	131
Other service activities	88	63	151	45	27	72	50	104	154	183	194	377
Total	2,538	1,125	3,663	13,500	6,326	19,826	1,064	650	1,714	17,102	8,101	25,203

Table 2.13.2: Number of Total Employment by Industry, Citizenship and Sex; 2019/20

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,034	761	1,795	0	0	0	1,034	761	1,795
Mining and Quarrying	148	62	210	1	0	1	149	62	211
Manufacturing	822	281	1,103	51	0	51	873	281	1,154
Electricity, gas, steam and air conditioning supply	658	133	791	0	0	0	658	133	791
Water supply; sewerage, waste management and remediation activities	1,728	1,252	2,980	0	0	0	1,728	1,252	2,980
Construction	2,030	248	2,278	207	7	214	2,237	255	2,492
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,064	433	1,497	12	0	12	1,076	433	1,509
Transportation and storage	1,782	862	2,644	17	2	19	1,799	864	2,663
Accommodation and food services activities	8,015	4,112	12,127	327	134	461	8,342	4,246	12,588
Information and communication	584	404	988	0	0	0	584	404	988
Financial and insurance activities	597	314	911	0	0	0	597	314	911
Real estate activities	61	42	103	0	0	0	61	42	103
Professional, Scientific and technical activities	767	606	1,373	9	2	11	776	608	1,384
Administrative and support service activities	441	91	532	9	6	15	450	97	547
Public administration and defense; compulsory social security	7,482	4,636	12,118	2	4	6	7,484	4,640	12,124
Education	6,176	11,584	17,760	72	52	124	6,248	11,636	17,884
Human health and social work activity	2,396	3,734	6,130	9	7	16	2,405	3,741	6,146
Art, entertainment and recreation	256	174	430	13	5	18	269	179	448
Other service activities	183	192	375	0	2	2	183	194	377
Total	36,224	29,921	66,145	729	221	950	36,953	30,142	67,095

Table 3.1.3 Total Number of Regular Citizen Employees by Wage Group and Sex; 2019/20

Wage Group	Male	Female	Total
Under 200,000	84	102	186
200,000-299,999	187	145	332
300,000-399,999	8,528	8,772	17,300
400,000-499,999	3,144	6,038	9,182
500,000-599,999	3,021	3,114	6,135
600,000 +	5,630	4,104	9,734
Total	20,594	22,275	42,869

Table 3.2.3: Total Number of Regular Citizen Employees by Wage Group, Sector and Sex; 2019/20

Wage Group	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	-	-	-	-	-	-	84	102	186	84	102	186
200,000 -299,999	-	-	-	-	-	-	187	145	332	187	145	332
300,000 -399,999	6,738	8,114	14,852	521	217	738	1269	441	1,710	8,528	8,772	17,300
400,000 -499,999	2,587	5,789	8,376	324	140	464	233	109	342	3,144	6,038	9,182
500,000 -599,999	2,178	2,686	4,864	687	359	1046	156	69	225	3,021	3,114	6,135
600,000 +	3,246	2,930	6,176	1,850	941	2,791	534	233	767	5,630	4,104	9,734
Total	14,749	19,519	34,268	3,382	1,657	5,039	2,463	1099	3,562	20,594	22,275	42,869

Table 3.3.3: Number of Permanent Citizen Employees by Industry and Wage group; 2019/20

Industry	Under 200,000	200,000- 299,999	300,000- 399,999	400,000- 499,999	500,000- 599,999	600,000 +	Total
Agriculture, forestry and fishing	0	0	1,444	158	63	77	1,742
Mining and Quarrying	0	0	3	0	0	5	8
Manufacturing	20	0	221	87	83	69	480
Electricity, gas, steam and air conditioning supply	0	0	2	78	369	312	761
Water supply; sewerage, waste management and remediation activities	0	0	1,526	196	225	143	2,090
Construction	0	3	814	138	68	149	1172
Wholesale and retail trade; repair of motor vehicles and motorcycles	26	54	192	38	28	183	521
Transportation and storage	0	4	59	170	391	627	1,251
Accommodation and food services activities	1	42	430	90	44	94	701
Information and communication	0	7	267	61	42	170	547
Financial and insurance activities	0	0	0	0	14	603	617
Real estate activities	0	0	0	21	25	50	96
Professional, Scientific and technical activities	0	0	848	165	89	249	1351
Administrative and support service activities	5	5	117	6	3	10	146
Public administration and defense; compulsory social security	0	0	4,436	1,735	1,382	2,640	10,193
Education	105	169	4,158	4,849	2,751	3,404	15,436
Human health and social work activity	5	7	2,495	1,309	511	891	5,218
Art, entertainment and recreation	0	15	268	56	23	26	388
Other service activities	24	26	20	25	24	32	151
Total	186	332	17,300	9,182	6,135	9,734	42,869

Table 4. 1.4: Annual Earnings by Sector and Sex; 2018/19 and 2019/20**(TZS Million)**

Sector	2018/2019			2019/2020		
	Male	Female	Total	Male	Female	Total
Government	97,379	113,587	210,966	97,942	114,006	211,949
Government Parastatal	41,362	18,231	59,593	47,899	22,473	70,372
Private	94,778	40,429	135,207	97,515	38,371	135,887
Total	233,519	172,247	405,766	243,356	174,851	418,207

Table 4.2.4: Monthly Average Salary of Employees by Sector and Sex; 2019/2020
(TZS)

Sector	Male	Female	Total
Government	525,047	477,701	498,473
Government Parastatal	926,977	869,846	907,933
Private	475,165	394,718	449,307
Total	548,797	483,409	519,422

Table 4.3.4: Annual Salary of Employees by Industry and Sex; 2019/2020
(TZS Million)

Industry	Male	Female	Total
Agriculture, forestry and fishing	4,483	3,304	7,787
Mining and Quarrying	578	186	764
Manufacturing	4,957	1,155	6,112
Electricity, gas, steam and air conditioning supply	4,753	997	5,750
Water supply; sewerage, waste management and remediation activities	7,678	4,994	12,672
Construction	11,660	1,639	13,298
Wholesale and retail trade; repair of motor vehicles and motorcycles	5,733	2,052	7,785
Transportation and storage	14,027	5,485	19,512
Accommodation and food services activities	49,578	21,180	70,757
Information and communication	5,061	2,652	7,713
Financial and insurance activities	13,090	6,019	19,110
Real estate activities	651	397	1,048
Professional, Scientific and technical activities	6,002	5,234	11,236
Administrative and support service activities	2,409	664	3,073
Public administration and defense; compulsory social security	53,482	32,291	85,772
Education	42,427	64,226	106,653
Human health and social work activity	14,644	20,744	35,388
Art, entertainment and recreation	1,398	1,060	2,458
Other service activities	745	573	1,318
Total	243,356	174,851	418,207

Table 4.4.4: Monthly Cash Earnings of Regular Citizen Employees by Industry, Sector and Sex; 2019/20
(TZS Million)

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	73	92	165	-	-	-	-	-	-	73	92	165
Mining and Quarrying	-	-	-	-	-	-	1	1	2	1	1	2
Manufacturing	22	8	29	5	6	11	48	3	51	74	17	91
Electricity, gas, steam and air conditioning supply	-	-	-	65	30	96	-	-	-	65	30	96
Water supply; sewerage, waste management and remediation activities	100	125	225	21	20	41	-	-	-	121	145	265
Construction	25	15	40	-	-	-	43	8	51	68	24	91
Wholesale and retail trade; repair of motor vehicles and motorcycles	23	2	25	16	4	20	21	5	26	59	12	71
Transportation and storage	-	-	-	92	69	161	10	7	17	102	76	178
Accommodation and food services activities	-	-	-	-	-	-	100	53	153	100	53	153
Information and communication	-	-	-	36	23	60	24	13	38	60	37	97
Financial and insurance activities	-	-	-	57	68	124	87	43	130	143	111	254
Real estate activities	-	-	-	12	8	20	-	-	-	12	8	20
Professional, Scientific and technical activities	72	192	264	-	-	-	8	4	12	79	197	276
Administrative and support service activities	-	-	-	-	-	-	21	5	26	21	5	26
Public administration and defense; compulsory social security	758	750	1,507	125	108	233	115	11	125	997	868	1,865
Education	514	1,115	1,629	108	66	174	118	101	219	741	1,281	2,022
Human health and social work activity	444	803	1,247	-	-	-	6	6	11	450	808	1,258
Art, entertainment and recreation	15	14	29	5	7	12	17	2	18	37	23	60
Other service activities	-	-	-	-	-	-	16	10	26	16	10	26
Total	2,045	3,116	5,161	541	410	951	633	271	904	3,219	3,796	7,016

Table 5. 1.5: Annual Wage bill by Sector; 2019/20**(TZS Million)**

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	211,949	2,603	69,327	283,878
Government Parastatal	70,372	3,434	20,953	94,759
Private	135,887	14,164	26,932	176,982
Total	418,207	20,200	117,212	555,619

Table 5.2.5: Composition of Annual Wage Bill by Industry; 2019/20**(TZS Million)**

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	7,787	15	1,966	9,768
Mining and Quarrying	764	36	163	963
Manufacturing	6,112	280	1,380	7,771
Electricity, gas, steam and air conditioning supply	5,750	2,056	4,202	12,009
Water supply; sewerage, waste management and remediation activities	12,672	106	4,910	17,688
Construction	13,298	368	2,119	15,785
Wholesale and retail trade; repair of motor vehicles and motorcycles	7,785	377	1,961	10,123
Transportation and storage	19,512	509	3,341	23,361
Accommodation and food services activities	70,757	11,860	13,654	96,271
Information and communication	7,713	6	1,240	8,960
Financial and insurance activities	19,110	309	5,957	25,375
Real estate activities	1,048	1	198	1,246
Professional, Scientific and technical activities	11,236	94	3,637	14,966
Administrative and support service activities	3,073	121	696	3,890
Public administration and defense; compulsory social security	85,772	3,149	42,150	131,072
Education	106,653	665	20,948	128,266
Human health and social work activity	35,388	158	7,906	43,452
Art, entertainment and recreation	2,458	57	540	3,055
Other service activities	1,318	33	246	1,597
Total	418,207	20,200	117,212	555,619

Table 5.3.5: Composition of Annual Wage Bill by Industry and Types of Contract; 2019/20
(TZS Million)

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
Agriculture, forestry and fishing	7,717	0	71	15	1,966	9,768
Mining and Quarrying	160	253	351	36	163	963
Manufacturing	2,949	2,676	487	280	1,380	7,771
Electricity, gas, steam and air conditioning supply	5,642	108	-	2,056	4,202	12,009
Water supply; sewerage, waste management and remediation activities	10,719	1,953	0	106	4,910	17,688
Construction	6,548	6,644	106	368	2,119	15,785
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,728	3,773	284	377	1,961	10,123
Transportation and storage	11,240	6,712	1,560	509	3,341	23,361
Accommodation and food services activities	4,311	65,393	1,053	11,860	13,654	96,271
Information and communication	4,910	1,512	1,291	6	1,240	8,960
Financial and insurance activities	15,105	4,004	0	309	5,957	25,375
Real estate activities	1,026	22	0	1	198	1,246
Professional, Scientific and technical activities	10,824	411	0	94	3,637	14,966
Administrative and support service activities	776	2,295	2	121	696	3,890
Public administration and defense; compulsory social security	78,665	7,108	0	3,149	42,150	131,072
Education	94,333	12,151	169	665	20,948	128,266
Human health and social work activity	30,492	4,210	686	158	7,906	43,452
Art, entertainment and recreation	2,118	337	4	57	540	3,055
Other service activities	767	418	132	33	246	1,597
Total	292,030	119,981	6,196	20,200	117,212	555,619

Table 5. 4.5: Composition of Annual Wage Bill by Industry; 2019/20 – Government
(TZS Million)

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	7,717	15	1,966	9,697
Manufacturing	867	-	161	1,028
Water supply; sewerage, waste management and remediation activities	8,864	47	3,718	12,629
Construction	4,220	6	967	5,193
Wholesale and retail trade; repair of motor vehicles and motorcycles	891	-	121	1,012
Professional, Scientific and technical activities	9,159	60	3,218	12,437
Public administration and defense; compulsory social security	68,874	2,443	36,706	108,023
Education	79,587	21	15,044	94,653
Human health and social work activity	30,376	3	7,107	37,485
Art, entertainment and recreation	1,394	8	320	1,721
Total	211,949	2,603	69,327	283,878

Table 5.5.5: Composition of Annual Wage Bill by Industry; 2019/20 – Government Parastatal

(TZS Million)

Industry	Salary	Free Ration	Other Benefit	Wage bill
Manufacturing	624	2	200	825
Electricity, gas, steam and air conditioning supply	5,750	2,056	4,202	12,009
Water supply; sewerage, waste management and remediation activities	3,333	59	1,192	4,584
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,337	100	503	2,939
Transportation and storage	14,072	253	2,194	16,520
Information and communication	2,998	0	789	3,787
Financial and insurance activities	15,754	215	5,103	21,072
Real estate activities	1,026	1	197	1,224
Professional, Scientific and technical activities	1,767	6	339	2,112
Public administration and defense; compulsory social security	11,949	701	3,842	16,493
Education	10,406	40	2,293	12,739
Art, entertainment and recreation	356	2	99	457
Total	70,372	3,434	20,953	94,759

Table 5.6.5: Composition of Annual Wage Bill by Industry; 2019/20 – Private

(TZS Million)				
Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	71	0	0	71
Mining and Quarrying	764	36	163	963
Manufacturing	4,621	279	1,018	5,918
Water supply; sewerage, waste management and remediation activities	475	0	0	475
Construction	9,078	362	1,152	10,592
Wholesale and retail trade; repair of motor vehicles and motorcycles	4,557	278	1,338	6,172
Transportation and storage	5,440	256	1,146	6,842
Accommodation and food services activities	70,757	11,860	13,654	96,271
Information and communication	4,716	6	451	5,173
Financial and insurance activities	3,356	94	854	4,303
Real estate activities	22	0	1	23
Professional, Scientific and technical activities	310	28	80	418
Administrative and support service activities	3,073	121	696	3,890
Public administration and defense; compulsory social security	4,949	5	1,602	6,556
Education	16,659	604	3,611	20,875
Human health and social work activity	5,012	155	800	5,967
Art, entertainment and recreation	708	48	121	877
Other service activities	1,318	33	246	1,597
Total	135,887	14,164	26,932	176,982

Table 6.1.6: Number of New Employees by Sector and Sex; 2019/20

Sector	Male	Female	Total
Government	1,344	1,959	3,303
Government Parastatal	174	190	364
Private	499	488	987
Total	2,017	2,637	4,654

Table 6.2.6: Number of New Employee by Industry and Sex; 2019/20

Industry	Male	Female	Total
Agriculture, forestry and fishing	99	101	200
Manufacturing	60	63	123
Electricity, gas, steam and air conditioning supply	50	6	56
Water supply; sewerage, waste management and remediation activities	132	142	274
Construction	47	30	77
Wholesale and retail trade; repair of motor vehicles and motorcycles	35	9	44
Transportation and storage	23	49	72
Accommodation and food services activities	249	283	532
Information and communication	12	3	15
Financial and insurance activities	32	42	74
Real estate activities	0	21	21
Professional, Scientific and technical activities	45	98	143
Administrative and support service activities	26	27	53
Public administration and defense; compulsory social security	620	706	1,326
Education	321	682	1,003
Human health and social work activity	240	359	599
Art, entertainment and recreation	26	16	42
Total	2,017	2,637	4,654

Table 6.3.6: Number of New Employees by Occupation and Sex; 2019/20

Occupation	Male	Female	Total
Legislators, Administrators and Managers	27	8	35
Professionals	374	484	858
Technicians and Associate professionals	552	991	1,543
Clerks	145	332	477
Service Workers and Shop Sales Workers	139	167	306
Skilled Agricultural and Fishery Workers	71	74	145
Craft and Related Workers	54	86	140
Plant and Machine Operators and Assemblers	173	9	182
Elementary Occupations	482	486	968
Total	2,017	2,637	4,654

Table 6.4.6: Number of New Employees by Education Level and Sex; 2019/20

Education Level	Male	Female	Total
Tertiary university	478	627	1,105
Tertiary Non-University	78	132	210
Certificate	697	1,093	1,790
Vocational Education	52	110	162
Secondary A level	62	61	123
Secondary O level	580	549	1,129
Primary Education	70	65	135
Total	2,017	2,637	4,654

Table 6.5.6: Number of New Employees by Citizenship and Sex; 2019/20

Citizenship	Male	Female	Total
Tanzania	2,002	2,630	4,632
Kenya	4	4	8
Burundi	2	0	2
Others	9	3	12
Total	2,017	2,637	4,654

Table 6.6.6: Number of New Employees by Starting Salary and Sex; 2019/20

Starting Salary	Male	Female	Total
Under 200,000	81	58	139
200,000 - 299,999	31	37	68
300,000 - 399,999	1209	1639	2,848
400,000 - 499,999	251	265	516
500,000 - 599,999	272	413	685
600,000 +	173	225	398
Total	2,017	2,637	4,654

Table 6.7.6: Number of New Employees by Subject of Training and Sex; 2019/20

Subject of Training	Male	Female	Total
Not Stated	361	363	724
General training Program	27	22	49
Education Training	311	630	941
Fine and Applied Arts Program			
Programs in Languages	1	0	1
Other Humanity Courses	3	1	4
Social and Behavior Science Programs	63	77	140
Commercial, Clerical, Business and Public Administration Programs	248	491	739
Programs in Law	31	46	77
Natural Science	11	4	15
Mathematics and Computer science Programs	66	73	139
Medicine and Health Related Programs	156	217	373
Construction Trades Programs	60	5	65
Other Crafts, Trades and Industrial Programs	65	19	84
Engineering and Applied Programs	60	45	105
Architectural and Town Planning Programs	3	1	4
Agriculture, Forestry and Fishing Programs	60	85	145
Home Economics and Domestic Science Programs	4	1	5
Transport and Communication Programs	97	38	135
Service Traders Programs	371	497	868
Programs in Mass Communication and Documentation	18	22	40
Other Programs	1	0	1
Total	2,017	2,637	4,654

Table 7.1.7: Number of New Vacancies by Sector; 2019/20

Sector	Total
Government	5,367
Government Parastatal	243
Private	84
Total	5,694

Table 7.2.7: Number of New Vacancies by Industry and Sector; 2019/20

Industry	Government	Government Parastatal	Private	Total
Agriculture, forestry and fishing	398	0	0	398
Manufacturing	4	5	0	9
Water supply; sewerage, waste management and remediation activities	309	0	0	309
Construction	13	0	8	21
Wholesale and retail trade; repair of motor vehicles and motorcycles	17	22	3	42
Transportation and storage	0	18	0	18
Accommodation and food services activities	0	0	20	20
Information and communication	0	0	2	2
Financial and insurance activities	0	103	0	103
Real estate activities	0	3	0	3
Professional, Scientific and technical activities	128	0	0	128
Public administration and defense; compulsory social security	1,093	70	0	1,163
Education	1,911	14	42	1,967
Human health and social work activity	1,479	0	7	1,486
Art, entertainment and recreation	15	8	0	23
Other service activities	0	0	2	2
Total	5,367	243	84	5,694

Table 7.3.7: Number of New Vacancies by Occupation; 2019/20

Occupation	Total
Legislators, Administrators and Managers	39
Professionals	1331
Technicians and Associate professionals	2192
Clerks	453
Service Workers and Shop Sales Workers	192
Skilled Agricultural and Fishery Workers	100
Craft and Related Workers	66
Plant and Machine Operators and Assemblers	171
Elementary Occupations	1149
Total	5693

Table 7.4.7: Number of New Vacancies by Occupation and Education Level; 2019/20

Occupation	Tertiary university	Tertiary Non-University	Certificate	Vocational Education	Secondary A level	Secondary O level	Primary Education	Total
Legislators, Administrators and Managers	26	7	6	0	0	0	0	39
Professionals	823	31	466	0	1	9	1	1331
Technicians and Associate professionals	620	19	1449	97	5	2	0	2192
Clerks	79	4	296	2	12	60	0	453
Service Workers and Shop Sales Workers	17	0	70	0	54	47	4	192
Skilled Agricultural and Fishery Workers	25	3	65	0	0	4	3	100
Craft and Related Workers	6	0	40	6	0	10	4	66
Plant and Machine Operators and Assemblers	8	1	46	10	3	102	1	171
Elementary Occupations	19	6	149	3	11	900	61	1149
Total	1623	71	2587	118	86	1134	74	5693


Table 7.5.7: Number of Retired Employees by Sector and Sex; 2019/20

Sector	Male	Female	Total
Government	2,362	1,564	3,926
Government Parastatal	314	35	349
Private	51	4	55
Total	2,727	1,603	4,330

Table 7.6.7: Number of Fired/Quit Employees by Sector and Sex; 2019/20

Sector	Male	Female	Total
Government	23	14	37
Government Parastatal	42	10	52
Private	179	196	375
Total	244	220	464

Appendix 2: Questionnaire

CONFIDENTIAL	FORM EES 2019/20
	<h1 style="margin: 0;">REVOLUTIONARY GOVERNMENT OF ZANZIBAR</h1> <h2 style="margin: 0;">OFFICE OF CHIEF GOVERNMENT STATISTICIAN</h2>
<div style="border: 2px solid black; padding: 10px; display: inline-block;"> <h3 style="margin: 0;">EMPLOYMENT AND EARNINGS SURVEY 2019/20</h3> </div>	
<div style="border: 2px solid black; padding: 10px;"> <p>NAME OF MINISTRY/COMPANY:.....</p> <p>NAME OF ESTABLISHMENT:.....</p> <p>THIS INFORMATION FOR:</p> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 20px;"> <p>1. Unguja Only</p> <p>2. Pemba Only</p> <p>3. Unguja and Pemba</p> </div> <div style="margin-top: 10px;"> <input type="checkbox"/> </div> </div> </div>	
Office of Chief Government Statistician, P.O Box 2321, Zanzibar Tel No 0772 335932 or 0777 496866 Email: zanstat@ocgs.go.tz Website: www.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. All information relating to individual firms is confidential and will not be divulged to any other organization.

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

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

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

6. All persons receiving monthly, weekly or daily wages must be shown on this form even if they are on paid leave, absent or sick during 30th June 2020.

SECTION A: IDENTIFICATION			
1 Name of establishment			
2 Locatoin:			
Region	Identity		
District	Ownership (Sector)		
Shehia	ISIC Code		
			Total number of Employees
			Class Size
3 Address:			
P.O.Box	Tel.		
Fax	Email:		
4 OWNERSHIP (write appropriate number)			
1 Government			
2 Public Enterprises			
3 International Organization			
4 Citizen			
5 Non Citizen			
6 NGO's			
7 Partnership with Government & Company or Government and Private			
8 Private Partnership			
9 Faith base Organisation			
SECTION B: DESCRIPTION OF BUSINESS			
State main activity which is provided from your establishment. If you have more than one activity, state the main activity in number one and the second activity in number two.			
1 Name main crop grown/article made or repaired/type of service provided			
2 Name any other/crop grown/articles made or repaired/type of service produced			

SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2020**(i) Permanent Employees**

State the cash earnings for the month of June, 2020 of all regular employees before any deduction (basic salary) Any allowance should be included in section G

Citizen (Tanzanian's) youth Aged 15 -35 years

Sex	Number of Regular Employees for the month of June, 2020		Cash earnings during June 2020 (to the nearest shillings)			Average Salary for the month of June, 2020		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	01		02					
Females	03		04					
Total	05		06					

Citizen (Tanzanian's) with Aged 36 years and above

Sex	Number of Regular Employees for the month of June, 2020		Cash earnings during June 2020 (to the nearest shillings)			Average Salary for the month of June, 2020		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	07		08					
Females	09		10					
Total	11		12					

Non - Citizen (Non Tanzanian's) youth Aged 15-35

Sex	Number of Regular Employees for the month of June, 2020		Cash earnings during June 2020 (to the nearest shillings)			Average Salary for the month of June, 2020		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	13		14					
Females	15		16					
Total	17		18					

Non-Citizen (NonTanzanian's) with Aged 36 years and above

Sex	Number of Regular Employees for the month of June, 2020		Cash earnings during June 2020 (to the nearest shillings)			Average Salary for the month of June, 2020		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	19		20					
Females	21		22					
Total	23		24					

(ii) Temporary Employees in Contract Basis**Citizen (Tanzanian's) youth Aged 15 -35 years**

Sex	Number of Temporary Employees for the month of June, 2020		Cash earnings during June 2020 (to the nearest shillings)			Average Salary for the month of June, 2020		
(a)	(b)		(c)			(d) = (c)/(b)		
Males	01		02					
Females	03		04					
Total	05		06					

Citizen (Tanzanian's) with Aged 36 years and above						
Sex	Number of Temporary Employees for the month of June, 2020		Cash earnings during June 2020 (to the nearest shillings)			Average Salary for the month of June, 2020
(a)	(b)		(c)			(d) = (c)/(b)
Males	07		08			
Females	09		10			
Total	11		12			

Non - Citizen (Non Tanzanian's) youth Aged 15-35

Sex	Number of Temporary Employees for the month of June, 2020		Cash earnings during June 2020 (to the nearest shillings)			Average Salary for the month of June, 2020
(a)	(b)		(c)			(d) = (c)/(b)
Males	13		14			
Females	15		16			
Total	17		18			

Non-Citizen (NonTanzanian's) with Aged 36 years and above

Sex	Number of Temporary Employees for the month of June, 2020		Cash earnings during June 2020(to the nearest shillings)			Average Salary for the month of June, 2020
(a)	(b)		(c)			(d) = (c)/(b)
Males	19		20			
Females	21		22			
Total	23		24			

SECTION D

(a) Wage rate of Permanent employees (shs per month)

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

Salary	Male		Female		Total
Under 200,000/=	01		02		
200,000/= to 299,999/=	03		04		
300,000/= to 399,999/=	05		06		
400,000/=to 499,999/=	07		08		
500,000/=to 599,999/=	09		10		
600,000/=and Over	11		12		
TOTAL	13		14		

(b) Workers with Disability

Types of Contract	Male	Female	Total
Permanent			
Temporary			

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

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

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

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

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

SECTION F: CASUAL WORKERS

Citizenship	Sex	Number of casual workers employed as on 30th June 2020		Total person days worked during June, 2020		Total cash earnings for the month of June 2020		Average Salary for the month of June, 2020
(a)	(b)	(c)		(d)		(e)		(f) = (e)/(c)
Citizen (Tanzanian's) youth Aged 15 -35 years	Males	01		02		03		
	Females	04		05		06		
	Total	07		08		09		
Citizen (Tanzanian's) with Aged 36 years and above	Males	10		11		12		
	Females	13		14		15		
	Total	16		17		18		

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

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

SECTION G:**FATAL;** Is death occurred due to accident happen in working hours or associated with work**NON-FATAL;** is any injury due to accident happen in working hours or associated with work**OCCUPATIONAL INJURY;** Is any injury which an employee gets due to accident in working hours or associated with work .**SECTION G: OCCUPATIONAL INJURY****Number of employees (fatal and non-fatal) occupational injuries due to accident from July 2019 to June 2020**

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

SECTION H: BENEFITS (TSH)

BENEFITS: Other benefits who are paid to employees only from July 2019 to June 2020

OTHER BENEFITS		Employment Contract						
Type of Payment			Permanent (TSH)		Contract basis (TSH)		Casual (TSH)	
Food allowance or free ration		01						
Paid Leave		02						
Housing allowance		03						
Transport allowance		04						
ZSSF 13%, NSSF, PPF etc		05						
Over time		06						
Outfit allowance		07						
Uniform for employees		08						
Acting allowance		09						
Bicycles 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						

Note:

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

SECTION: I														
NUMBER OF NEW WORKERS EMPLOYED DURING THE LAST 12 MONTHS														
JULY 2019 - JUNE 2020														
Serial Number	1.Occupational Tittle (write in full) eg. Accountant Nurse, doctor secondary teacher etc	For Official Use Only TASCO				2. Highest level of education Tertiary University.....1 Tertiary Non University....2 Certificate/Diploma3 Vocational Education4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7	3a. Main subject of training eg. Accountancy	For Official Use Only		4.Citizenship Tanzania .1 Kenya. ...2 Uganda... 3 Burundi ...4 Ruwanda.5 Other6	4. Existing vacancies are due to Fill vacant.....1 Unfilled post.....2 New position....3	6.Starting Salary (basic salary) (Tshs.)	7. Workers by Gender	
													Total	Male
1														
2														
3														
4														
5														
6														
7														
8														
9														
10														
11														
12														

SECTION J:													
CURRENT JOB VACANCIES FOR THE LAST 12 MONTHS (JULY 2019 - JUNE 2020)													
										NUMBER OF WORKERS IN THE ESTABLISHMENT			
Serial Number	1.Occupational Tittle	For Official Use Only				2. Number of vacancies	3. Required level of education	4. Existing vacancies are	5. Required work experience	6. Number of retired workers		7. Number of quit or dismissed workers	
	(write in full)						Tertiary University.....1	Fill vacant.....1	No require.....1				
	eg. Accountant						Tertiary Non Universit.....2	Unfilled post.....2	1 to 2 years.....2				
	Nurse, doctor						Certificate/diploma).....3	New position.....3	3 to 4 years.....3				
	secondary teacher						Vocational Education4		5 or more years...4				
							Secondary A Level.....5						
							Secondary O Level.....6						
							Primary Education.....7						
									Male	Female	Male	Female	
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 person's occupations to statistics of the employment covered in the survey further classifications have followed characteristics covered in the survey; for example, classification by sectors of economy, type of contracts and citizenship.

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

A: Agriculture, Forestry and Fishing

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

B: Mining and Quarrying

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

C: Manufacturing

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

D: Electricity, gas, steam and air conditioning supply

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

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

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

F: Construction

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

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

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

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

H: Transportation and storage

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

I: Accommodation and food service activities

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

J: Information and communication

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

K: Financial and insurance activities

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

L: Real estate activities

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

M: Professional, scientific and technical activities

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

N: Administrative and support service activities

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

O: Public administration and defence; compulsory social security

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

P: Education

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

Q: Human health and social work activities

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

R: Arts, entertainment and recreation

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

S: Other service activities

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

U: Activities of extraterritorial organizations and bodies

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

Office of the Chief Government Statistician, Zanzibar

Vision

The Vision of the Office of Chief Government Statistician (OCGS) is “To become a Centre of excellence for statistical production and for promoting a culture of Evidence-based policy and decision-making”.

Mission

The Mission of the OCGS is “to coordinate production of official statistics, provide high quality statistical data and information and promote their use in planning, decision making, administration, governance, monitoring and evaluation”.

**For comments and suggestions, please contact:
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