



# FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2024/25



ZANZIBAR ANALYTICAL REPORT

May, 2026



THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY, 2024/25

ZANZIBAR ANALYTICAL REPORT



May, 2026

## **Mission**

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

## **Vision**

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

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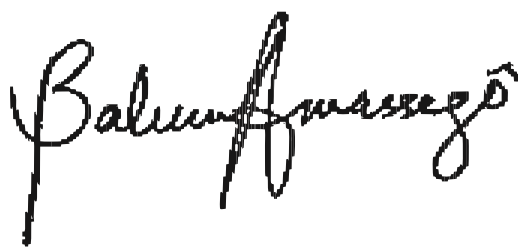


## FOREWORD

The Formal Sector Employment and Earnings Survey (FSEES) reports are a series of annual publications produced by the Office of the Chief Government Statistician (OCGS). The 2024/25 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 made for office consumption like repairing of office, fuel for office vehicles, stationaries and the like.

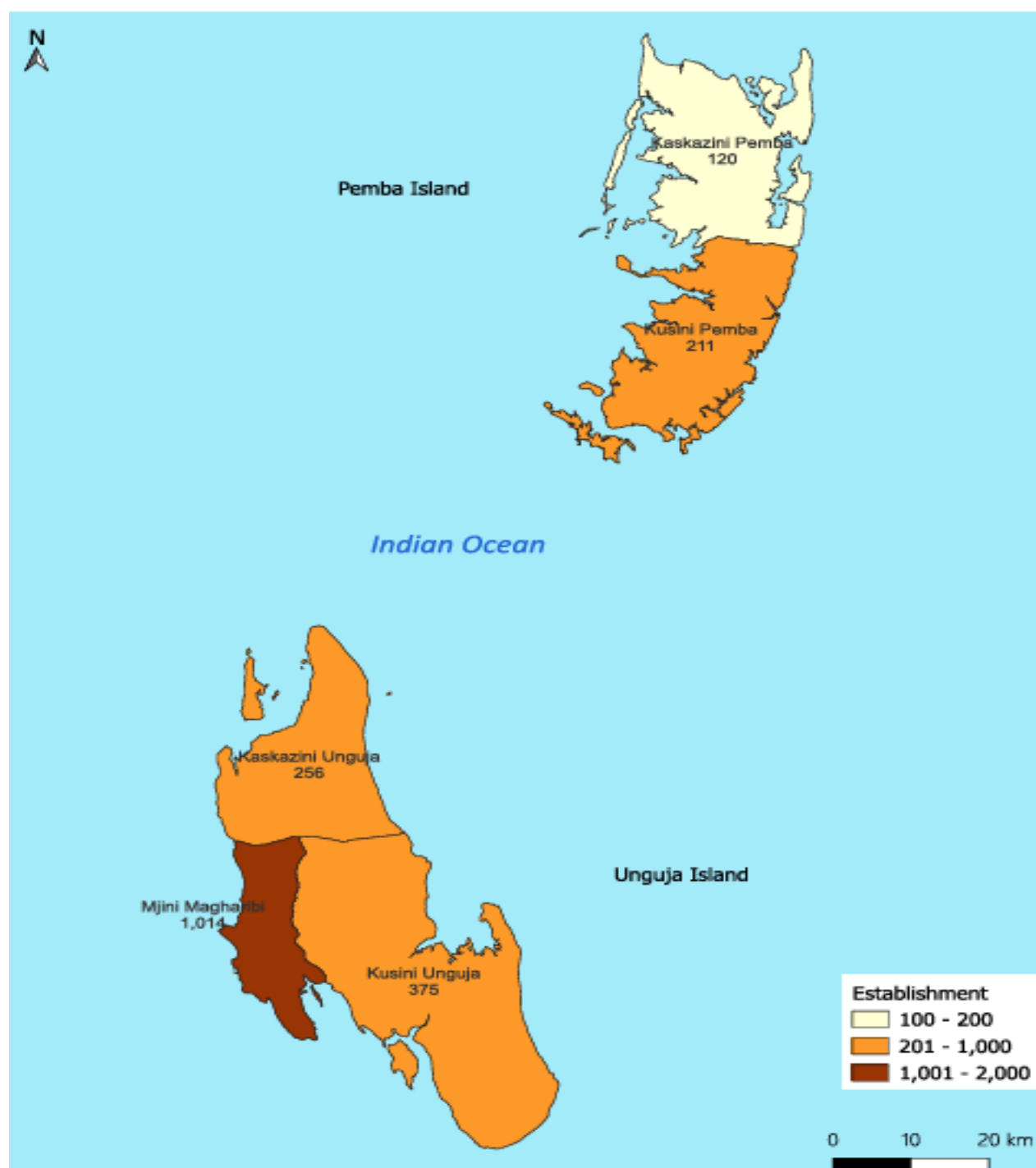
The objective of the survey is to obtain information on employment and earnings in the formal sector that will be used in estimating labour market indicators. The information can also be used in planning and estimating the contribution of Gross Domestic Product (GDP) and in policy formulation.

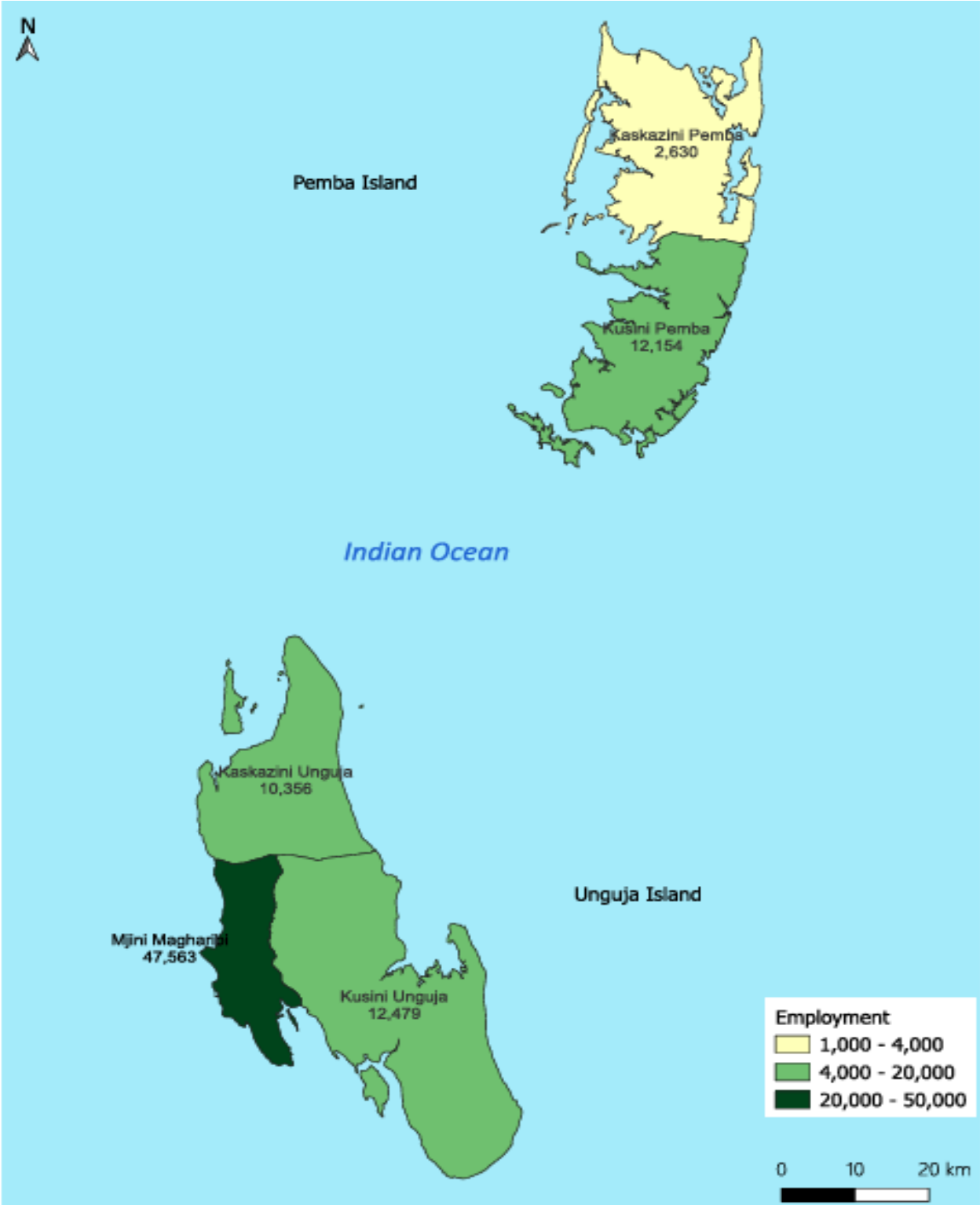
This report is the product of the efforts made by the staff of the Labour Statistics Unit in the Social Statistics Department.

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

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

## NUMBER OF FORMAL ESTABLISHMENTS BY REGION; 2024/25





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## LIST OF ABBREVIATIONS

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

## EXECUTIVE SUMMARY

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

### Employment

The total employment in formal sector was 85,182 out of whom 42,760 (50.2 percent) were males and 42,422 (49.8 percent) were females. Out of this total, 48.6 percent were engaged in Government sector, 40.5 percent in Private sector and 10.9 percent in Parastatals.

The information on contract of employees reported that 60.0 percent (51,126 employees) were permanent employees. Temporary and casual employees comprised 33.8 percent (28,778 employees) and 6.2 percent (5,278 employees) respectively.

The results show that education industry has the highest proportion of employees (30.8 percent) followed by Accommodation and food services activities with 18.1 percent. The industries with the least number of employees were real estate and other services activities which has 0.2 percent per each of total employment.

### Wage Rate

Most of permanent citizen employees (52.7 percent) earn TZS 700,000 and above per month. About 48.7 percent of the government and 80.8 percent of government parastatals permanent citizen employees earn 700,000 and above, while 25.7 percent of private employees earn between 300,000 to 399,999 per month.

### Cash Earnings

The monthly cash earning of permanent citizen employees was TZS 68,258 million per month where males earned TZS 33,058 million and females earned TZS 35,200 million per month. The monthly cash earning of Government employees was TZS 49,610 million and the Government Parastatal employees' cash earning was TZS 16,610 while for Private employees earned TZS 2,038.

## **Annual Wage Bill**

The annual wage bill comprises the employer's cost for employees which includes annual salary, free rations and other benefits. The proportion of annual salary from the total wage bill was 58.2 percent while other benefits and free rations was 40.8 percent and 1.0 percent respectively.

## **New Employees**

The total number of employees employed in 2024/25 was 4,031 persons of whom 2,038 employees (50.6 percent) were males and 1,993 employees (49.4 percent) were females. Out of total new employees, 37.7 percent were employed in the Government sector, 6.9 percent in Government Parastatals and 55.4 percent in the Private sector.

## **Job Vacancies**

The total number of current vacancies available for 2024/25 was 7,109. The findings indicate that the largest proportion of current job vacancies were in Government sector (91.7 percent) compared with the remaining sectors. About 59.4 percent of all current job vacancies were due new vacancies, followed by retirement/death (32.8 percent).

Summary of Key Indicators  
2024/25 Formal Sector Employment and Earnings Survey

| Indicators                                                   | Male             | Female         | Total          |
|--------------------------------------------------------------|------------------|----------------|----------------|
| <b>Total Employees</b>                                       | <b>42,760</b>    | <b>42,422</b>  | <b>85,182</b>  |
| Government                                                   | 16,110           | 25,267         | 41,377         |
| Government Parastatal                                        | 5,611            | 3,688          | 9,299          |
| Private                                                      | 21,039           | 13,467         | 34,506         |
| <b>Youth Employees (Age 15-35)</b>                           | <b>23,438</b>    | <b>21,842</b>  | <b>45,280</b>  |
| Government                                                   | 6,099            | 9,907          | 16,006         |
| Government Parastatal                                        | 2,085            | 1,466          | 3,551          |
| Private                                                      | 15,254           | 10,469         | 25,723         |
| <b>Adult Employees (Age 36+)</b>                             | <b>19,322</b>    | <b>20,580</b>  | <b>39,902</b>  |
| Government                                                   | 10,011           | 15,360         | 25,371         |
| Government Parastatal                                        | 3,526            | 2,222          | 5,748          |
| Private                                                      | 5,785            | 2,998          | 8,783          |
| <b>Types of Contracts</b>                                    |                  |                |                |
| Permanent Employees                                          | 22,021           | 29,105         | 51,126         |
| Temporary Employees                                          | 16,881           | 11,897         | 28,778         |
| Casual Employees                                             | 3,858            | 1,420          | 5,278          |
| <b>Citizenship</b>                                           |                  |                |                |
| Citizen Employees                                            | 42,016           | 41,986         | 84,002         |
| Non-citizen Employees                                        | 744              | 436            | 1,180          |
| <b>Wage Rates of Permanent Citizen Employees</b>             |                  |                |                |
| <b>Government</b>                                            | <b>15,106</b>    | <b>24,390</b>  | <b>39,496</b>  |
| TZS 300,000 - 499,999                                        | 3,198            | 5,786          | 8,984          |
| TZS 500,000 - 699,999                                        | 4,584            | 6,694          | 11,278         |
| TZS 700,000+                                                 | 7,324            | 11,910         | 19,234         |
| <b>Government Parastatal</b>                                 | <b>4,944</b>     | <b>3,290</b>   | <b>8,234</b>   |
| TZS 300,000 - 499,999                                        | 185              | 108            | 293            |
| TZS 500,000 - 699,999                                        | 843              | 446            | 1,289          |
| TZS 700,000+                                                 | 3,916            | 2,736          | 6,652          |
| <b>Private</b>                                               | <b>1,429</b>     | <b>1,088</b>   | <b>2,517</b>   |
| Below TZS 300,000                                            | 85               | 277            | 362            |
| TZS 300,000 - 499,999                                        | 594              | 432            | 1,026          |
| TZS 500,000 - 699,999                                        | 334              | 205            | 539            |
| TZS 700,000+                                                 | 416              | 174            | 590            |
| <b>Average Monthly Salary of Permanent Citizen Employees</b> | <b>1,010,183</b> | <b>858,061</b> | <b>923,088</b> |
| Government                                                   | 900,484          | 807,670        | 843,168        |
| Government Parastatal                                        | 1,435,453        | 1,357,168      | 1,404,173      |
| Private                                                      | 698,483          | 478,453        | 603,373        |
| <b>Disable Employees</b>                                     | <b>78</b>        | <b>72</b>      | <b>150</b>     |
| Permanent Contract                                           | 50               | 44             | 94             |
| Temporary Contract                                           | 21               | 28             | 49             |
| Casual Contract                                              | 7                | 0              | 7              |
| <b>Occupational Injury Rate per 100,000 Employees</b>        | <b>133.3</b>     | <b>115.5</b>   | <b>124.4</b>   |
| Fatal                                                        | 112.3            | 106.1          | 109.2          |
| Non-fatal                                                    | 21.0             | 9.4            | 15.3           |
| <b>Occupational Diseases Rates per 100,000 Employees</b>     | <b>2.3</b>       | <b>9.4</b>     | <b>5.9</b>     |
| Fatal                                                        | 2.3              | 7.1            | 4.7            |
| Non-fatal                                                    | 0.0              | 2.4            | 1.2            |

## CHAPTER ONE

### INTRODUCTION

#### 1.0 Background

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

The 2024/25 FSEES questionnaire consisted of twelve modules, including Establishment Identification, Establishment Information, Employment and Earnings, Wage rate for Tanzanian citizens, Employee Categories, Other Benefits to Employees, Occupational Injuries and Diseases, Number of Newly Recruited Employees, Current Job Vacancies, Future Job Vacancies in the next three years and Number of Employees Dropped out from the Establishment. The purpose of the survey was to gather data for assessing labour market indicators, including employment and earnings in the formal sector. Indicators and data gathered from this survey include the overall number of employees by sector, Youth Employees (Age 15-35), Adult Employees (Age 36+), Total employees by Type of Contract and Citizenship, Average Salary of Permanent and Temporary Employees, Employees with Disability, Total New Employees, Number of Occupational Injured Employees and who got disease in work place, Number of new and dropped out employees, distribution of new vacancies and Future Job Vacancies in the Next Three Years.

#### 1.1 Objective of the Survey

The main objective of the 2024/25 FSEES is to obtain comprehensive data on the employment and earnings of employees working in the formal sector in Zanzibar.

The specific objectives were to obtain information on: -

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

#### 1.2 Scope of Survey

The survey covers only formal sector employment categorized by industry under the International Standard of Industrial Classification (ISIC) Revision 4 of Economic Activity. This survey excludes militaries,

ambassadors' offices, servants in private households, non-salaried working proprietors, and non-salaried family workers.

### **1.3 Methodology**

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

The survey is based on the financial year during which the recorded data for the total number of employees and their salaries were taken as of 30<sup>th</sup> June 2025, while other information was reported for the whole year (July 2024 to June 2025).

### **1.4 Data Collection**

Data collection for the 2024/25 FSEES was conducted for 45 days from 29<sup>th</sup> September 2025 to 15<sup>th</sup> November 2025. The data were collected using the electronic questionnaire (CAPI system).

### **1.5 Concepts and Definitions**

#### **1.5.1 Employee/Worker**

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

#### **1.5.2 Regular Employees**

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

#### **1.5.3 Temporary Employees**

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

#### **1.5.4 Casual Workers**

The term “Casual Workers” refers to all people receiving daily payments for work done.

#### **1.5.5 Wage Rate**

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

#### **1.5.6 Cash Earnings**

Cash Earnings refers to the remuneration in cash paid to employees for time worked or work done before any deductions are made, such as employers’ contributions to social security funds or pension. It includes payment for the time not worked such as annual vacation and other paid leave, other

guaranteed and regular paid allowances, payment for overtime work and house-rent paid directly by the employer.

#### **1.5.7 Annual Wage-Bill**

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

#### **1.5.8 Free Ration**

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

#### **1.5.9 Other benefits**

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

#### **1.5.10 Government Sector**

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

#### **1.5.11 Government Parastatal Sector**

The term Government Parastatal Sector includes autonomous Government Institutions.

#### **1.5.12 Private Sector**

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

#### **1.5.13 Establishment**

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

## CHAPTER TWO EMPLOYMENT

### 2.0. Introduction

This chapter presents total employment as at June 2025 which shows the number of employees by sex, sector, industry, type of employment and citizenship, number of employees with disability. Also, this chapter provides the information about employees based on the size of the establishment and employment by ownership.

### 2.1. Employment by Size of Establishment

The total number of FSEES 2024/25 employees were 85,182 where majority of employees were in the establishment size 50+ (64,168 employees). Government sector had the highest proportion of employees in the Establishment size 50+ (60.5 percent) whereas private sector had the highest proportion of employees in all other size of establishments.

**Table 2. 1: Percentage Distribution of Total Employment by Sector and Size of Establishment; 2024/25**

| Sector                | 1 - 4<br>Employees | 5 - 9<br>Employees | 10 - 49<br>Employees | 50+<br>Employees | Total         |
|-----------------------|--------------------|--------------------|----------------------|------------------|---------------|
| Government            | 5.5                | 4.4                | 14.2                 | 60.5             | 48.6          |
| Government Parastatal | 0.5                | 0.6                | 2.8                  | 13.7             | 10.9          |
| Private               | 94.0               | 94.9               | 83.0                 | 25.8             | 40.5          |
| <b>Total Number</b>   | <b>1,125</b>       | <b>3,198</b>       | <b>16,691</b>        | <b>64,168</b>    | <b>85,182</b> |

Table 2.2 reveals that the industry in establishments with 50+ employees had higher proportion was education (31.9 percent) whereby Electricity, gas, steam and air conditioning supply industry had only percent in that establishment size. Furthermore, Accommodation and food services activities had the highest proportion of employees in the establishment with 1-4 (31.2 percent).

**Table 2. 2: Percentage Distribution of Total Employment by Industry and Size of Establishment;  
2024/25**

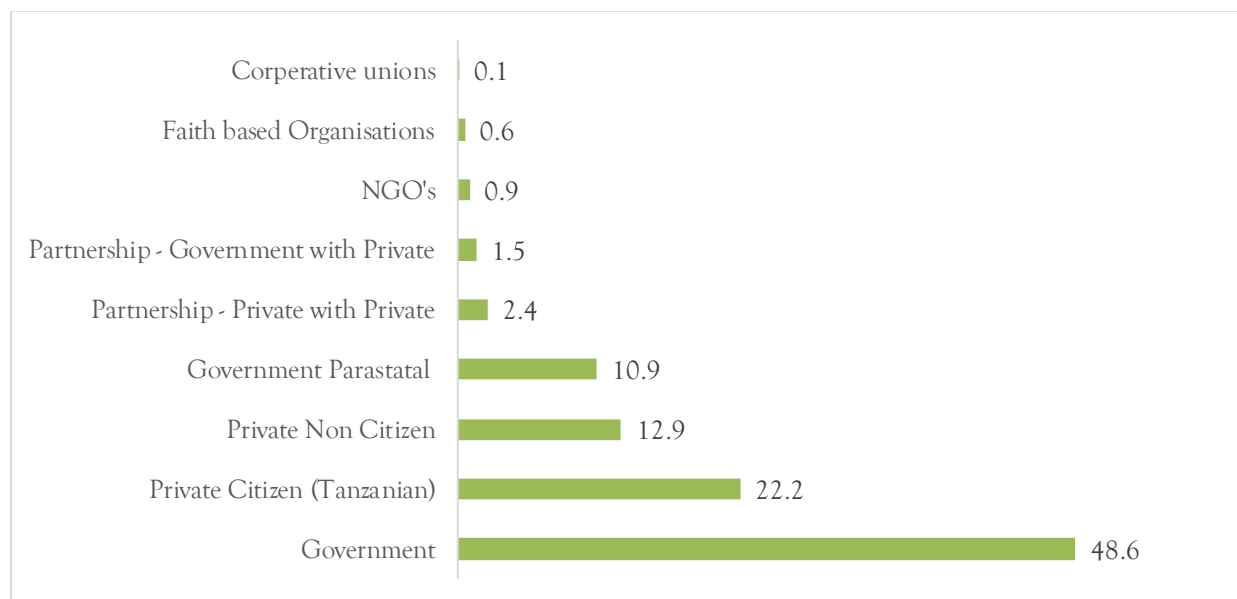
| Industry            | 1 - 4 Employees | 5 - 9 Employees | 10 - 49 Employees | 50+ Employees | Total         |
|---------------------|-----------------|-----------------|-------------------|---------------|---------------|
| A01                 | 0.2             | 0.6             | 2.2               | 1.9           | 1.9           |
| B02                 | 0.9             | 1.8             | 1.8               | 0             | 0.4           |
| C03                 | 3.4             | 8.7             | 6.9               | 1.1           | 2.6           |
| D04                 | 0               | 0               | 0                 | 1.3           | 1.0           |
| E05                 | 0               | 0.2             | 0                 | 5.0           | 3.8           |
| F06                 | 1.2             | 0.6             | 1.0               | 5.0           | 4.0           |
| G07                 | 14.8            | 9.4             | 4.1               | 0.9           | 2.0           |
| H08                 | 4.4             | 2.3             | 1.4               | 3.2           | 2.8           |
| I09                 | 31.2            | 26.4            | 26.3              | 15.3          | 18.1          |
| J10                 | 0.8             | 1.9             | 1.8               | 0.7           | 0.9           |
| K11                 | 4.4             | 1.1             | 1.2               | 1.6           | 1.5           |
| L12                 | 0.4             | 0.2             | 0.2               | 0.1           | 0.2           |
| M13                 | 4.9             | 0.7             | 0.9               | 2.8           | 2.3           |
| N14                 | 3.4             | 1.6             | 2.1               | 0.7           | 1.0           |
| O15                 | 6.0             | 4.4             | 13.8              | 14.4          | 13.8          |
| P16                 | 20.9            | 32.1            | 26.9              | 31.9          | 30.8          |
| Q17                 | 2.5             | 5.8             | 7.4               | 13.7          | 12.0          |
| R18                 | 0.4             | 0.5             | 1.1               | 0.5           | 0.6           |
| S19                 | 0.3             | 1.7             | 0.9               | 0             | 0.2           |
| <b>Total Number</b> | <b>1,125</b>    | <b>3,198</b>    | <b>16,691</b>     | <b>64,168</b> | <b>85,182</b> |

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

## 2.2. Employment by Ownership

Government ownership is the most common type of ownership in Zanzibar's formal sector. Figure 2.1 shows that, the government had the highest proportion of formal sector employees (48.6 percent) followed by Private Citizen (Tanzanian) with 22.2 percent of employees. Only 0.1 percent of employees are employed by Corporative unions.

**Figure 2. 1: Percentage Distribution of Total Employment by Type of Ownership; 2024/25**



The result depicts that Kaskazini and Kusini Unguja had the highest proportion of employees in the establishments owned by Private non-Citizens (41.4 and 40.4 percent respectively). Moreover, Kaskazini Pemba had the highest proportion of employees (39.2 percent) in the establishments owned by Private Citizen (Tanzanian) Table 2.3.

**Table 2. 3: Percentage Distribution of Total Employment by Type of Ownership and Region; 2024/25**

| Type of Ownership                     | Kaskazini<br>Unguja | Kusini<br>Unguja | Mjini<br>Magharibi | Kaskazini<br>Pemba | Kusini<br>Pemba | Total         |
|---------------------------------------|---------------------|------------------|--------------------|--------------------|-----------------|---------------|
| Government                            | 30.2                | 24.4             | 49.7               | 44.5               | 85.5            | 48.6          |
| Government Parastatal                 | 0                   | 10.4             | 15.0               | 1.6                | 6.9             | 10.9          |
| Partnership - Government with Private | 1.2                 | 0.1              | 2.4                | 0                  | 0               | 1.5           |
| Partnership - Private with Private    | 6.0                 | 4.0              | 1.8                | 1.8                | 0               | 2.4           |
| Private Citizen (Tanzanian)           | 20.4                | 19.8             | 26.2               | 39.2               | 7.0             | 22.2          |
| Private non-Citizen                   | 41.4                | 40.4             | 2.7                | 11.9               | 0.1             | 12.9          |
| NGO's                                 | 0.6                 | 0.7              | 1.2                | 1.1                | 0.4             | 0.9           |
| Corporative Unions                    | 0                   | 0                | 0.2                | 0                  | 0               | 0.1           |
| Faith based Organisations             | 0.1                 | 0.3              | 0.9                | 0                  | 0               | 0.6           |
| <b>Total Number</b>                   | <b>10,356</b>       | <b>12,479</b>    | <b>47,563</b>      | <b>2,630</b>       | <b>12,154</b>   | <b>85,182</b> |

Table 2.4 shows that, the majority of temporary and casual employees are employed by Private Citizen ownership with 46.7 percent and 75.0 percent respectively. Permanent employees were more employed by the Government with 77.3 percent compared to other types of ownership.

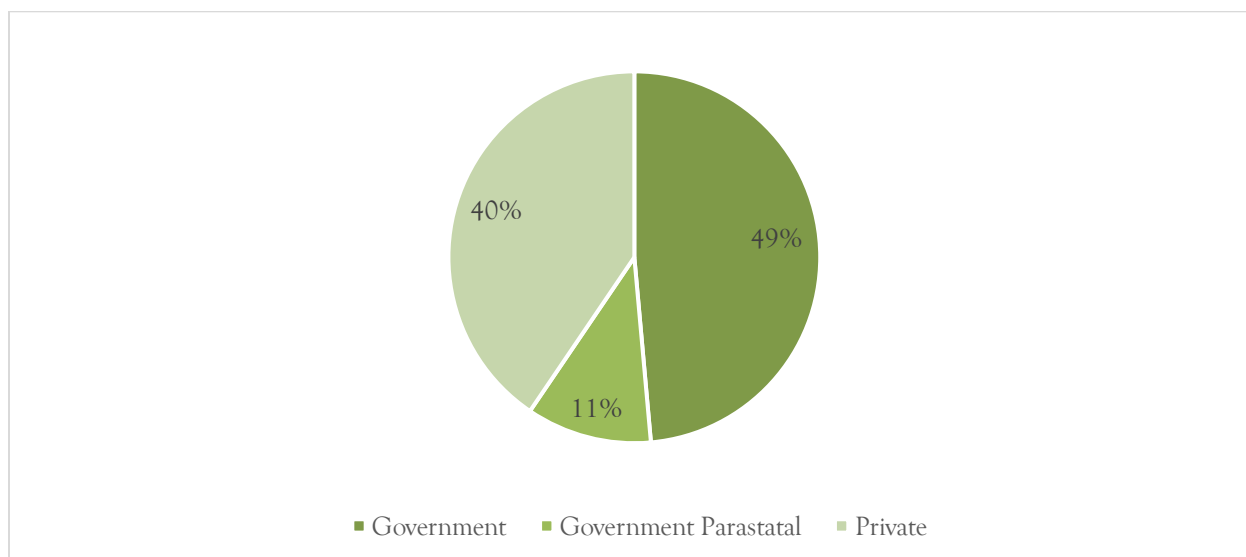
**Table 2. 4: Percentage Distribution of Total Employment by Type of Ownership and Type of Contracts; 2024/25**

| Type of Ownership                     | Permanent     | Temporary     | Casual       | Total         |
|---------------------------------------|---------------|---------------|--------------|---------------|
| Government                            | 77.3          | 6.5           | 0            | 48.6          |
| Government Parastatal                 | 16.1          | 3.7           | 0.1          | 10.9          |
| Partnership - Government with Private | 0.1           | 0.9           | 17.7         | 1.5           |
| Partnership - Private with Private    | 0.5           | 6.0           | 1.0          | 2.4           |
| Private Citizen (Tanzanian)           | 3.0           | 46.7          | 75.0         | 22.2          |
| Private non-citizen                   | 2.7           | 32.5          | 3.6          | 12.9          |
| NGO's                                 | 0.2           | 2.1           | 1.1          | 0.9           |
| Corporative unions                    | 0             | 0.2           | 0.7          | 0.1           |
| Faith based Organisations             | 0.1           | 1.4           | 0.7          | 0.6           |
| <b>Total Number</b>                   | <b>51,126</b> | <b>28,778</b> | <b>5,278</b> | <b>85,182</b> |

### 2.3. Employment by Sector

The results from Figure 2.2 revealed that, government sector contributed about half (49 percent) of the total employment followed by the private sector (40 percent).

**Figure 2. 2: Percentage Distribution of Total Employment by Sector; 2024/25**



The result from Table 2.5 shows that, the total employment increased by 2.1 percent, from 83,430 employees in 2023/24 to 85,182 employees in 2024/25. The proportion of male employees were almost double of the proportion of female employees in government parastatal.

**Table 2. 5: Percentage Distribution of Total Employment by Sector and Sex; 2023/24 and 2024/25**

| Sector                | 2024/25       |               |               | 2023/24       |               |               | % Change   |
|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|------------|
|                       | Male          | Female        | Total         | Male          | Female        | Total         |            |
| Government            | 37.7          | 59.6          | 48.6          | 36.2          | 56.5          | 45.9          | 8.1        |
| Government Parastatal | 13.1          | 8.7           | 10.9          | 12.0          | 8.1           | 10.1          | 10.3       |
| <sup>1</sup> Private  | 49.2          | 31.7          | 40.5          | 51.8          | 35.4          | 44.0          | -6.0       |
| <b>Total Number</b>   | <b>42,760</b> | <b>42,422</b> | <b>85,182</b> | <b>43,629</b> | <b>39,801</b> | <b>83,430</b> | <b>2.1</b> |

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

Table 2.6 indicates that, Mjini Magharibi had more than half of the employees (55.8 percent) compared to other regions followed by Kusini Unguja (14.6 percent) and Kusini Pemba (14.3 percent). Kaskazini Pemba had the lowest percentage of employees with less than 10 percent.

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

**Table 2. 6: Percentage Distribution of Total Employment by Region and Sex; 2024/25**

| Region              | Male          | Female        | Total         |
|---------------------|---------------|---------------|---------------|
| Kaskazini Unguja    | 13.5          | 10.8          | 12.2          |
| Kusini Unguja       | 16.2          | 13.1          | 14.6          |
| Mjini Magharibi     | 53.3          | 58.4          | 55.8          |
| Kaskazini Pemba     | 3.9           | 2.3           | 3.1           |
| Kusini Pemba        | 13.1          | 15.4          | 14.3          |
| <b>Total Number</b> | <b>42,760</b> | <b>42,422</b> | <b>85,182</b> |

Table 2.7 shows that, the proportion of employees were higher in Mjini Magharibi in all sectors. Furthermore, Kaskazini and Kusini Unguja had the highest proportion of employees in Private sector (20.9 and 23.6 percent respectively) while Kaskazini Pemba had the lowest proportion of employees (2.8 percent) in government sector.

**Table 2. 7: Percentage Distribution of Total Employment by Region and Sector; 2024/25**

| Region              | Government    | Government Parastatal | Private       | Total         |
|---------------------|---------------|-----------------------|---------------|---------------|
| Kaskazini Unguja    | 7.6           | 0                     | 20.9          | 12.2          |
| Kusini Unguja       | 7.4           | 13.9                  | 23.6          | 14.6          |
| Mjini Magharibi     | 57.1          | 76.6                  | 48.7          | 55.8          |
| Kaskazini Pemba     | 2.8           | 0.4                   | 4.1           | 3.1           |
| Kusini Pemba        | 25.1          | 9.1                   | 2.7           | 14.3          |
| <b>Total Number</b> | <b>41,377</b> | <b>9,299</b>          | <b>34,506</b> | <b>85,182</b> |

The findings depict that, more than half (60 percent) of total employees have permanent contracts and only 6 percent were casually employed, Figure 2.3.

Figure 2. 3: Percentage Distribution of Total Employment by Types of Contracts; 2024/25

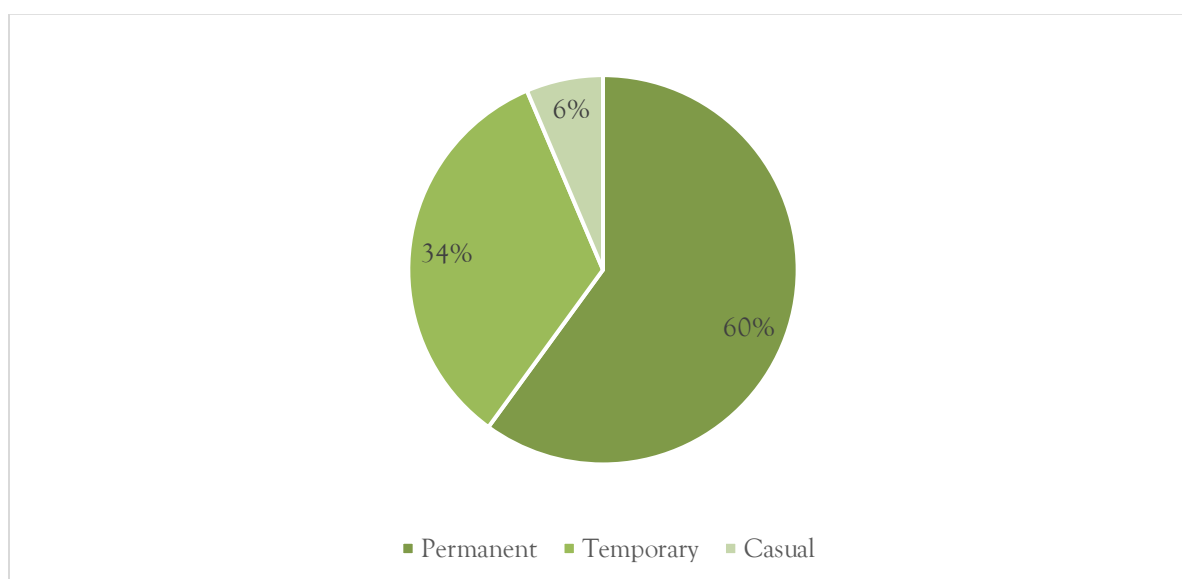


Table 2.8 demonstrates that, the majority of youth employees were temporary (47.8 percent) whilst the majority of adult employees were permanent (79.1 percent). Moreover, it shows that females were more likely to be employed permanently for both youth (51.9 percent) and adults (86.3 percent).

Table 2. 8: Percentage Distribution of Total Employment by Types of Contracts, Age group and Sex; 2024/25

| Type of Contract    | Youth (15-35 years) |               |               | Adult (36+years) |               |               |
|---------------------|---------------------|---------------|---------------|------------------|---------------|---------------|
|                     | Male                | Female        | Total         | Male             | Female        | Total         |
| Permanent           | 35.1                | 51.9          | 43.2          | 71.4             | 86.3          | 79.1          |
| Temporary           | 52.2                | 43.0          | 47.8          | 24.0             | 12.2          | 17.9          |
| Casual              | 12.7                | 5.0           | 9.0           | 4.5              | 1.6           | 3.0           |
| <b>Total Number</b> | <b>23,438</b>       | <b>21,842</b> | <b>45,280</b> | <b>19,322</b>    | <b>20,580</b> | <b>39,902</b> |

About seven in every ten (68.6 percent) of permanent employees were employed by government sector. The private sector has more employees with casual (99.9 percent) and temporary (89.8 percent) contracts.

Additionally, the findings show that, among 68.6 percent of male and 83.8 percent of female permanent employees, respectively were employed in the government sector. For temporary employees, the majority of them were employed in private sector for both male (90.1 percent) and female (89.3 percent) as shown in Table 2.9.

**Table 2. 9: Percentage Distribution of Total Employment by Types of Contracts, Sex and Sector;  
2024/25**

| Type of Contract | Sex    | Government | Government<br>Parastatal | Private | Total Number |
|------------------|--------|------------|--------------------------|---------|--------------|
| Permanent        | Male   | 68.6       | 22.5                     | 9.0     | 22,021       |
|                  | Female | 83.8       | 11.3                     | 4.9     | 29,105       |
|                  | Total  | 77.3       | 16.1                     | 6.6     | 51,126       |
| Temporary        | Male   | 5.9        | 3.9                      | 90.1    | 16,881       |
|                  | Female | 7.4        | 3.3                      | 89.3    | 11,897       |
|                  | Total  | 6.5        | 3.7                      | 89.8    | 28,778       |
| Casual           | Male   | -          | 0.1                      | 99.9    | 3,858        |
|                  | Female | -          | 0.2                      | 99.8    | 1,420        |
|                  | Total  | -          | 0.1                      | 99.9    | 5,278        |
| Total            | Male   | 37.7       | 13.1                     | 49.2    | 42,760       |
|                  | Female | 59.6       | 8.7                      | 31.7    | 42,422       |
|                  | Total  | 48.6       | 10.9                     | 40.5    | 85,182       |

The results in Table 2.10 indicate that youth (15-35 years) had the highest proportion (56.8 percent) employed in the private sector rather than other sectors. Also, the results reveal that, more female (45.4 percent) than male (26.0 percent) youth employees were employed in the Government sector and contrarywise in Government Parastatal and Private sector.

The private sector has more youth (15-35 years) with casual employees (99.8 percent) than the other two remaining sectors. Almost two third (75.9 percent) of permanent employees were employed in the government sector.

Among permanent youth aged 15-35 years, 67.3 percent of male employees and 82.2 of female employees were employed in the government sector.

**Table 2. 10: Percentage Distribution of Youth (15-35 years) Employees by Sector, Type of Contract and Sex; 2024/25**

| Sector    | Sex    | Government | Government Parastatal | Private | Total Number |
|-----------|--------|------------|-----------------------|---------|--------------|
| Permanent | Male   | 67.3       | 21.8                  | 10.9    | 8,221        |
|           | Female | 82.2       | 11.1                  | 6.7     | 11,346       |
|           | Total  | 75.9       | 15.6                  | 8.5     | 19,567       |
| Temporary | Male   | 4.6        | 2.4                   | 93.0    | 12,237       |
|           | Female | 6.2        | 2.1                   | 91.7    | 9,395        |
|           | Total  | 5.3        | 2.3                   | 92.4    | 21,632       |
| Casual    | Male   | -          | 0.1                   | 99.9    | 2,980        |
|           | Female | -          | 0.3                   | 99.7    | 1,101        |
|           | Total  | -          | 0.2                   | 99.8    | 4,081        |
| Total     | Male   | 26.0       | 8.9                   | 65.1    | 23,438       |
|           | Female | 45.4       | 6.7                   | 47.9    | 21,842       |
|           | Total  | 35.3       | 7.8                   | 56.8    | 45,280       |

Table 2.11 shows that, adult employees (63.6 percent) have a higher proportion in Government sector compared with other sectors. Additionally, more of permanent male adult (69.4 percent) were employed in the Government sector while more adult male employees with temporary employment (82.6 percent) were employed in the private sector. Same trend was observed for female employees.

**Table 2. 11: Percentage Distribution of Adult (36+ years) Employees by Sector, Type of Contract and Sex; 2024/25**

| Sector    | Sex    | Government | Government<br>Parastatal | Private | Total Number |
|-----------|--------|------------|--------------------------|---------|--------------|
| Permanent | Male   | 69.4       | 22.9                     | 7.8     | 13,800       |
|           | Female | 84.8       | 11.4                     | 3.8     | 17,759       |
|           | Total  | 78.1       | 16.4                     | 5.5     | 31,559       |
| Temporary | Male   | 9.4        | 8.0                      | 82.6    | 4,644        |
|           | Female | 11.7       | 7.9                      | 80.4    | 2,502        |
|           | Total  | 10.2       | 8.0                      | 81.8    | 7,146        |
| Casual    | Male   | -          | 0                        | 100     | 878          |
|           | Female | -          | 0                        | 100     | 319          |
|           | Total  | -          | 0                        | 100     | 1,197        |
| Total     | Male   | 51.8       | 18.2                     | 29.9    | 19,322       |
|           | Female | 74.6       | 10.8                     | 14.6    | 20,580       |
|           | Total  | 63.6       | 14.4                     | 22.0    | 39,902       |

Table 2.12 reveals that, about 47.8 percent of permanent employees worked as Professionals where by male were 47.3 percent and female were 48.3 percent. Same trend for permanent citizen and non-citizen employees.

Table 2. 12: Distribution of Permanent Employees by Cadre, Citizenship and Sex; 2024/25

| Cadre        | Citizen |        |        | Noncitizen |        |       | Total  |        |        |
|--------------|---------|--------|--------|------------|--------|-------|--------|--------|--------|
|              | Male    | Female | Total  | Male       | Female | Total | Male   | Female | Total  |
| O01          | 3.0     | 1.1    | 1.9    | 1.1        | 1.2    | 1.1   | 3.0    | 1.1    | 1.9    |
| O02          | 45.9    | 47.7   | 47.0   | 98.9       | 98.8   | 98.9  | 47.3   | 48.3   | 47.8   |
| O03          | 27.8    | 35.3   | 32.1   | 0          | 0      | 0     | 27.2   | 34.9   | 31.6   |
| O04          | 8.0     | 6.1    | 6.9    | 0          | 0      | 0     | 7.8    | 6.0    | 6.8    |
| O05          | 3.4     | 2.5    | 2.9    | 0          | 0      | 0     | 3.3    | 2.5    | 2.8    |
| O06          | 2.0     | 1.5    | 1.7    | 0          | 0      | 0     | 2.0    | 1.5    | 1.7    |
| O07          | 2.4     | 0.9    | 1.5    | 0          | 0      | 0     | 2.3    | 0.9    | 1.5    |
| O08          | 1.8     | 1.4    | 1.6    | 0          | 0      | 0     | 1.7    | 1.4    | 1.5    |
| O09          | 5.5     | 3.5    | 4.3    | 0          | 0      | 0     | 5.3    | 3.4    | 4.3    |
| Total Number | 21,479  | 28,768 | 50,247 | 542        | 337    | 879   | 22,021 | 29,105 | 51,126 |

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

Table 2.13 shows that, Professional (34.8 percent) had higher proportion of temporary employees compared to other cadres where male were 37.3 percent and female were 31.3 percent. Temporary Citizen employees had higher proportion of employees worked as Professional (34.1 percent) whereas all temporary non-citizen employees worked as Professionals.

Table 2. 13: Percentage Distribution of Temporary Employees by Cadre and Citizenship; 2024/25

| Cadre        | Citizen |        |        | Noncitizen |        |       | Total  |        |        |
|--------------|---------|--------|--------|------------|--------|-------|--------|--------|--------|
|              | Male    | Female | Total  | Male       | Female | Total | Male   | Female | Total  |
| O01          | 3.4     | 2.2    | 2.9    | 0          | 0      | 0     | 3.3    | 2.2    | 2.9    |
| O02          | 36.5    | 30.7   | 34.1   | 100        | 100    | 100   | 37.3   | 31.3   | 34.8   |
| O03          | 13.4    | 23.4   | 17.5   | 0          | 0      | 0     | 13.2   | 23.2   | 17.3   |
| O04          | 8.1     | 9.9    | 8.8    | 0          | 0      | 0     | 8.0    | 9.8    | 8.7    |
| O05          | 17.3    | 17.2   | 17.3   | 0          | 0      | 0     | 17.1   | 17.1   | 17.1   |
| O06          | 1.4     | 0.3    | 1.0    | 0          | 0      | 0     | 1.4    | 0.3    | 0.9    |
| O07          | 6.9     | 5.3    | 6.3    | 0          | 0      | 0     | 6.8    | 5.3    | 6.2    |
| O08          | 4.2     | 0.5    | 2.7    | 0          | 0      | 0     | 4.1    | 0.5    | 2.6    |
| O09          | 8.7     | 10.5   | 9.5    | 0          | 0      | 0     | 8.6    | 10.4   | 9.4    |
| Total Number | 16,679  | 11,798 | 28,477 | 202        | 99     | 301   | 16,881 | 11,897 | 28,778 |

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

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

Table 2. 14: Percentage Distribution of Permanent Employees by Cadre and Sector; 2024/25

| Cadre        | Government | Government Parastatal | Private |
|--------------|------------|-----------------------|---------|
| O01          | 0.8        | 5.9                   | 5.9     |
| O02          | 47.0       | 52.1                  | 47.7    |
| O03          | 34.8       | 23.1                  | 14.9    |
| O04          | 6.0        | 10.6                  | 7.1     |
| O05          | 2.2        | 3.0                   | 9.7     |
| O06          | 2.1        | 0.1                   | 0.7     |
| O07          | 1.3        | 0.8                   | 5.5     |
| O08          | 1.4        | 2.1                   | 1.4     |
| O09          | 4.5        | 2.1                   | 7.0     |
| Total Number | 39,496     | 8,234                 | 3,396   |

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

The government and private sector have more temporary employees worked as Professional (95.5 and 27.7 percent) respectively. Only professional employees worked in the government parastatal.

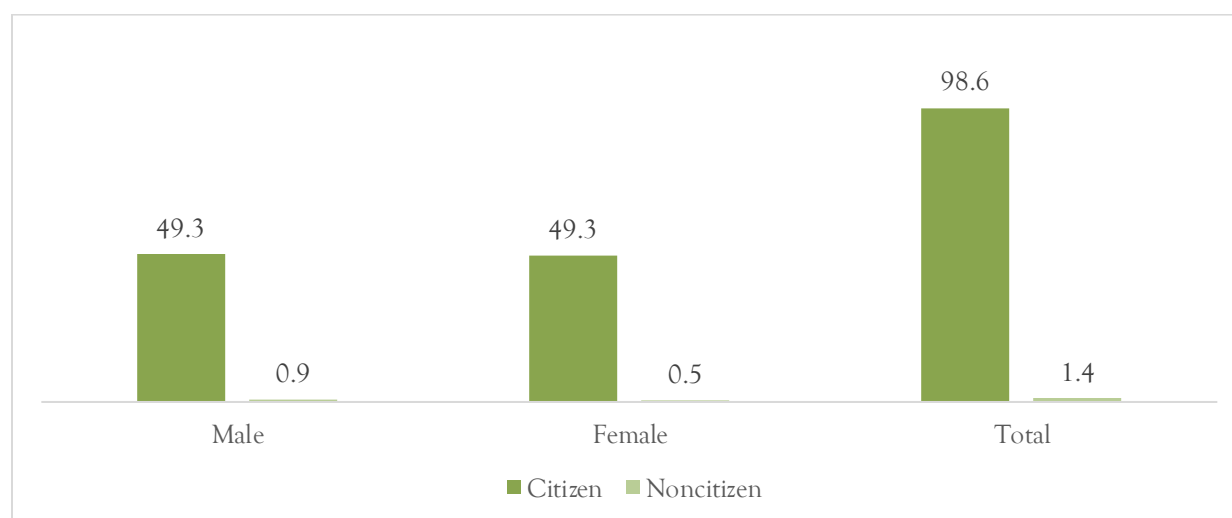
**Table 2. 15: Distribution of Temporary Employees by Cadre and Sector; 2024/25**

| Cadre               | Government   | Government Parastatal | Private       |
|---------------------|--------------|-----------------------|---------------|
| O01                 | 4.1          | 0                     | 2.9           |
| O02                 | 95.9         | 100                   | 27.7          |
| O03                 | 0            | 0                     | 19.3          |
| O04                 | 0            | 0                     | 9.7           |
| O05                 | 0            | 0                     | 19.1          |
| O06                 | 0            | 0                     | 1.1           |
| O07                 | 0            | 0                     | 6.9           |
| O08                 | 0            | 0                     | 2.9           |
| O09                 | 0            | 0                     | 10.4          |
| <b>Total Number</b> | <b>1,881</b> | <b>1058</b>           | <b>25,839</b> |

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

Figure 2.4 reveals that, 98.6 percent of employees were citizens with male and female employees each accounting for 49.3. percent. Non-citizens had a small proportion (1.4 percent) of the total employment whereas the majority were male.

**Figure 2. 4: Percentage Distribution of Total Employment by Citizenship and Sex; 2024/25**



Majority of the citizen employees were in the Government sector (49.3 percent) while non-citizen employees were only employed in the private sector. About half of male citizen employees were employed in private sector (48.3 percent) and female employees were in the Government sector (60.2 percent), Table 2.16.

**Table 2. 16: Percentage Distribution of Total Employment by Citizenship, Sex and Sector; 2024/25**

| Citizenship | Sex    | Government | Government Parastatal | Private | Total Number |
|-------------|--------|------------|-----------------------|---------|--------------|
| Citizen     | Male   | 38.3       | 13.4                  | 48.3    | 42,016       |
|             | Female | 60.2       | 8.8                   | 31.0    | 41,986       |
|             | Total  | 49.3       | 11.1                  | 39.7    | 84,002       |
| Noncitizen  | Male   | 0          | 0                     | 100     | 744          |
|             | Female | 0          | 0                     | 100     | 436          |
|             | Total  | 0          | 0                     | 100     | 1180         |
| Total       | Male   | 37.7       | 13.1                  | 49.2    | 42,760       |
|             | Female | 59.6       | 8.7                   | 31.7    | 42,422       |
|             | Total  | 48.6       | 10.9                  | 40.5    | 85,182       |

Table 2.17 reveals that, out of total employment, 150 employees were disabled. The private sector has a greater percentage of disabled employees (37.3 percent) where male were 34.6 percent and female were 40.3 percent.

**Table 2. 17: Percentage Distribution of Employees with Disability by Sector and Sex; 2024/25**

| Sector                | Male      | Female    | Total      |
|-----------------------|-----------|-----------|------------|
| Government            | 41.0      | 31.9      | 36.7       |
| Government Parastatal | 24.4      | 27.8      | 26.0       |
| Private               | 34.6      | 40.3      | 37.3       |
| <b>Total number</b>   | <b>78</b> | <b>72</b> | <b>150</b> |

Table 2.18 indicates that, among the employees with disability, the permanent contract has a larger proportion of employed persons with disability for both youth (53.8 percent) and adult (63.3 percent). Furthermore, the results indicate that, across all types of contracts, there were more disabled male than female employees for both youth and adult employees except youth temporary and adult permanent employees.

**Table 2. 18: Percentage Distribution of Employees with Disability by Type of Contract, Age group and Sex; 2024/25**

| Type of Contract    | Youth (15-35 years) |           |           | Adult (36+years) |           |           | Total     |           |            |
|---------------------|---------------------|-----------|-----------|------------------|-----------|-----------|-----------|-----------|------------|
|                     | Male                | Female    | Total     | Male             | Female    | Total     | Male      | Female    | Total      |
| Permanent           | 55.3                | 52.2      | 53.8      | 56.7             | 70.0      | 63.3      | 77.4      | 76.9      | 77.2       |
| Temporary           | 29.8                | 47.8      | 38.7      | 33.3             | 30.0      | 31.7      | 22.6      | 23.1      | 22.8       |
| Casual              | 14.9                | 0         | 7.5       | 10.0             | 0         | 5.0       | 0         | 0         | 100        |
| <b>Total Number</b> | <b>47</b>           | <b>46</b> | <b>93</b> | <b>31</b>        | <b>26</b> | <b>57</b> | <b>78</b> | <b>72</b> | <b>150</b> |

The results from 2024/25 EES reveals that, there were 1,049 employees employed in Government Strategic Project. Private sector had the highest proportion of employees (92.8 percent) employed in the Government Strategic Project followed by the Government Parastatal with 4.1 percent.

The result also shows that, Government had a higher percentage of females (12.2 percent) than male (1.7 percent) employed in Government Strategic Projects, whereas a higher percentage of males (93.7 percent) employed in Government Strategic Projects were from Private sector.

**Table 2. 19: Percentage Distribution of Employees Employed/Work in Government Strategic Projects by Sector and Sex; 2024/25**

| Sector                | Male       | Female     | Total        |
|-----------------------|------------|------------|--------------|
| Government            | 1.7        | 12.2       | 3.1          |
| Government Parastatal | 4.7        | 0.7        | 4.1          |
| Private               | 93.7       | 87.2       | 92.8         |
| <b>Total Number</b>   | <b>901</b> | <b>148</b> | <b>1,049</b> |

## 2.4. Employment by Industry

There are three major industries namely Agriculture, Forest and Fishing industry, Manufacturing, Construction, Energy and Utility industry and Services industry which are categorized out of all industries. The results depict that, eight in every ten employees in 2024/25 were in service industry (86 percent). Among the total employees, very few of them were in the Agriculture, Forest and Fishing sector, Figure 2.5.

**Figure 2. 5: Percentage of Total Employees by Main Industry; 2024/25**

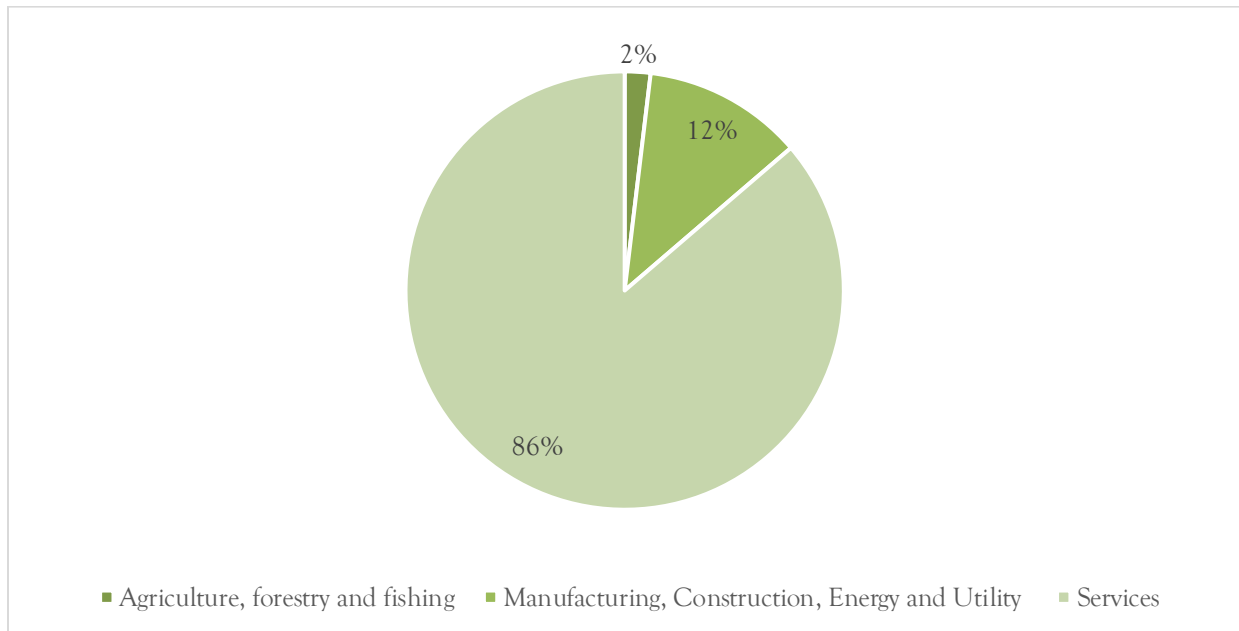


Table 2.20 shows that, in 2024/25 out of the total employment, education had the highest proportion of employees (30.8 percent) followed by accommodation and food services activities (18.1 percent) and public administration and defense; compulsory social security activities (13.8 percent). The industry with the least proportion of employees was real estate activities and other services with 0.2 percent per each.

Generally, the proportion of male employees within the industries was higher compared with female employees in both 2023/24 and 2024/25. However, Education had a higher proportion of female employees (42.9 percent) compared with other industries in 2024/25.

Other service activities recorded the highest percentage growth of employment (37.7 percent) in 2024/25. Other industries that realized significant employment growth were Real estate activities (25.2 percent) and Financial and insurance activities (14.9 percent). However, there was a decline in Administrative and support service activities by 15.3 percent.

Table 2. 20: Percentage distribution of Total Employment by Industry and Sex; 2023/24 and 2024/25

| Industry            | 2024/25       |               |               | 2023/24       |               |               | % Change   |
|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|------------|
|                     | Male          | Female        | Total         | Male          | Female        | Total         |            |
| A01                 | 2.5           | 1.3           | 1.9           | 2.5           | 1.4           | 2.0           | -1.7       |
| B02                 | 0.6           | 0.3           | 0.4           | 0.5           | 0.3           | 0.4           | 8.2        |
| C03                 | 4.5           | 0.7           | 2.6           | 4.9           | 1.0           | 3.0           | -13.3      |
| D04                 | 1.5           | 0.4           | 1.0           | 1.5           | 0.4           | 0.9           | 2.9        |
| E05                 | 4.5           | 3.1           | 3.8           | 4.4           | 3.1           | 3.7           | 4.0        |
| F06                 | 7.1           | 0.9           | 4.0           | 8.1           | 0.9           | 4.7           | -12.4      |
| G07                 | 2.7           | 1.3           | 2.0           | 2.8           | 1.4           | 2.1           | -4.5       |
| H08                 | 2.9           | 2.7           | 2.8           | 3.0           | 2.2           | 2.6           | 10.8       |
| I09                 | 22.9          | 13.3          | 18.1          | 22.7          | 14.6          | 18.8          | -1.8       |
| J10                 | 1.1           | 0.8           | 0.9           | 1.3           | 0.8           | 1.0           | -6.9       |
| K11                 | 1.7           | 1.3           | 1.5           | 1.5           | 1.2           | 1.3           | 14.9       |
| L12                 | 0.2           | 0.1           | 0.2           | 0.2           | 0.1           | 0.1           | 25.2       |
| M13                 | 2.2           | 2.4           | 2.3           | 2.3           | 2.4           | 2.3           | 1.9        |
| N14                 | 1.6           | 0.4           | 1.0           | 1.8           | 0.6           | 1.2           | -15.3      |
| O15                 | 15.1          | 12.5          | 13.8          | 14.9          | 13.1          | 14.1          | 0.3        |
| P16                 | 18.7          | 42.9          | 30.8          | 17.9          | 43.3          | 30.0          | 4.8        |
| Q17                 | 9.2           | 14.8          | 12.0          | 9.1           | 12.6          | 10.8          | 13.6       |
| R18                 | 0.6           | 0.6           | 0.6           | 0.6           | 0.5           | 0.6           | 9.6        |
| S19                 | 0.3           | 0.2           | 0.2           | 0.2           | 0.2           | 0.2           | 37.7       |
| <b>Total Number</b> | <b>42,760</b> | <b>42,422</b> | <b>85,182</b> | <b>43,629</b> | <b>39,801</b> | <b>83,430</b> | <b>2.1</b> |

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

The results presented in Table 2.21 indicates that, the majority of employees in Kaskazini (59.7 percent) and Kusini Unguja (50.6 percent) were employed in the Accommodation and food services activities. Education accounted for the majority of employees in Mjini Magharibi (27.7 percent) and Kusini Pemba (50.4 percent). Additionally, Public administration and defence; compulsory social security activities employed the majority of employees in Kaskazini Pemba (25.4 percent).

**Table 2. 21: Percentage Distribution of Total Employees by Industry and Region; 2024/25**

| Industry            | Kaskazini<br>Unguja | Kusini<br>Unguja | Mjini<br>Magharibi | Kaskazini<br>Pemba | Kusini<br>Pemba | Total         |
|---------------------|---------------------|------------------|--------------------|--------------------|-----------------|---------------|
| A01                 | 0.3                 | 0.04             | 2.5                | 15.2               | 0               | 1.9           |
| B02                 | 0.4                 | 1.1              | 0.05               | 5.6                | 0.2             | 0.4           |
| C03                 | 2.5                 | 2.9              | 2.8                | 5.1                | 1.1             | 2.6           |
| D04                 | 0.0                 | 0                | 1.3                | 0.0                | 1.5             | 1.0           |
| E05                 | 3.4                 | 2.9              | 3.5                | 9.4                | 5.2             | 3.8           |
| F06                 | 0                   | 2.9              | 5.8                | 4.6                | 1.5             | 4.0           |
| G07                 | 0.6                 | 1.2              | 2.8                | 1.5                | 0.8             | 2.0           |
| H08                 | 0.0                 | 0                | 4.7                | 0                  | 1.4             | 2.8           |
| I09                 | 59.7                | 50.6             | 5.3                | 13.1               | 0.7             | 18.1          |
| J10                 | 0.                  | 0.1              | 1.6                | 0.5                | 0.3             | 0.9           |
| K11                 | 0.3                 | 0                | 2.6                | 0.6                | 0               | 1.5           |
| L12                 | 0                   | 0                | 0.2                | 0                  | 0.2             | 0.2           |
| M13                 | 0                   | 4.5              | 2.7                | 0.1                | 1.0             | 2.3           |
| N14                 | 0.2                 | 0.1              | 1.8                | 0                  | 0               | 1.0           |
| O15                 | 4.5                 | 1.7              | 18.0               | 25.4               | 15.4            | 13.8          |
| P16                 | 26.0                | 30.8             | 27.7               | 14.9               | 50.4            | 30.8          |
| Q17                 | 1.5                 | 1.0              | 15.7               | 2.8                | 19.6            | 12.0          |
| R18                 | 0.7                 | 0.2              | 0.7                | 0                  | 0.6             | 0.6           |
| S19                 | 0                   | 0.02             | 0.3                | 1.1                | 0.1             | 0.2           |
| <b>Total Number</b> | <b>10,356</b>       | <b>12,479</b>    | <b>47,563</b>      | <b>2,630</b>       | <b>12,154</b>   | <b>85,182</b> |

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

Table 2.22 shows that youth employees constitute a higher number of employees (45,280 employees) compared with adult employees (39,902 employees). The results also indicate that education industry had the highest proportion of both youth employees (26.9 percent) and adult employees (35.2 percent).

Furthermore, the results reveal gender disparities in most of the industries whereby most adult male employees (21.6 percent) and female employees (47.9 percent) work in education. In addition, accommodation and food services activities had the highest proportion of youth male employees (30.7 percent) while youth female employees were mostly employed in the Education industry employees (38.3 percent).

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

2024/25

| Industry            | Youth (15-35 years) |               |               | Adult (36+years) |               |               | Total         |               |               |
|---------------------|---------------------|---------------|---------------|------------------|---------------|---------------|---------------|---------------|---------------|
|                     | Male                | Female        | Total         | Male             | Female        | Total         | Male          | Female        | Total         |
| A01                 | 2.1                 | 0.8           | 1.4           | 3.1              | 1.8           | 2.4           | 2.5           | 1.3           | 1.9           |
| B02                 | 0.8                 | 0.4           | 0.6           | 0.4              | 0.1           | 0.3           | 0.6           | 0.3           | 0.4           |
| C03                 | 5.7                 | 0.8           | 3.3           | 2.9              | 0.6           | 1.7           | 4.5           | 0.7           | 2.6           |
| D04                 | 2.1                 | 0.5           | 1.3           | 0.9              | 0.2           | 0.5           | 1.5           | 0.4           | 1.0           |
| E05                 | 3.5                 | 3.1           | 3.3           | 5.7              | 3.1           | 4.4           | 4.5           | 3.1           | 3.8           |
| F06                 | 8.0                 | 1.0           | 4.6           | 6.1              | 0.8           | 3.4           | 7.1           | 0.9           | 4.0           |
| G07                 | 3.0                 | 1.7           | 2.4           | 2.3              | 0.9           | 1.6           | 2.7           | 1.3           | 2.0           |
| H08                 | 2.2                 | 2.0           | 2.1           | 3.9              | 3.4           | 3.6           | 2.9           | 2.7           | 2.8           |
| I09                 | 30.7                | 20.4          | 25.7          | 13.4             | 5.7           | 9.4           | 22.9          | 13.3          | 18.1          |
| J10                 | 1.1                 | 0.7           | 0.9           | 1.1              | 0.9           | 1.0           | 1.1           | 0.8           | 0.9           |
| K11                 | 1.7                 | 1.7           | 1.7           | 1.7              | 0.9           | 1.3           | 1.7           | 1.3           | 1.5           |
| L12                 | 0.2                 | 0.1           | 0.1           | 0.2              | 0.1           | 0.2           | 0.2           | 0.1           | 0.2           |
| M13                 | 1.3                 | 2.0           | 1.6           | 3.4              | 2.9           | 3.1           | 2.2           | 2.4           | 2.3           |
| N14                 | 1.8                 | 0.7           | 1.2           | 1.4              | 0.2           | 0.8           | 1.6           | 0.4           | 1.0           |
| O15                 | 10.0                | 10.1          | 10.1          | 21.3             | 15.0          | 18.1          | 15.1          | 12.5          | 13.8          |
| P16                 | 16.3                | 38.3          | 26.9          | 21.6             | 47.9          | 35.2          | 18.7          | 42.9          | 30.8          |
| Q17                 | 8.7                 | 15.1          | 11.8          | 9.8              | 14.5          | 12.2          | 9.2           | 14.8          | 12.0          |
| R18                 | 0.7                 | 0.5           | 0.6           | 0.6              | 0.7           | 0.6           | 0.6           | 0.6           | 0.6           |
| S19                 | 0.2                 | 0.3           | 0.2           | 0.3              | 0.2           | 0.3           | 0.3           | 0.2           | 0.2           |
| <b>Total Number</b> | <b>23,438</b>       | <b>21,842</b> | <b>45,280</b> | <b>19,322</b>    | <b>20,580</b> | <b>39,902</b> | <b>42,760</b> | <b>42,422</b> | <b>85,182</b> |

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

Most citizen employees were employed in education (30.8 percent) followed by accommodation and food services (18.1 percent). Most of male citizen employees (21.7 percent) work in the accommodation and food services and female citizen employees work in education (43.3 percent).

Non-citizen employees were mainly engaged in the accommodation and food services industry. Out of 1,180 non-citizen employees, nearly nine out of every ten (88.7 percent) were employed in accommodation and food services, as shown in Table 2.23.

**Table 2. 23: Percentage Distribution of Total Employment by Industry, Citizenship and Sex; 2024/25**

| Industry            | Citizen       |               |               | Noncitizen |            |             | Total         |               |               |
|---------------------|---------------|---------------|---------------|------------|------------|-------------|---------------|---------------|---------------|
|                     | Male          | Female        | Total         | Male       | Female     | Total       | Male          | Female        | Total         |
| A01                 | 2.6           | 1.3           | 1.9           | 0          | 0          | 0           | 2.5           | 1.3           | 1.9           |
| B02                 | 0.6           | 0.3           | 0.4           | 0          | 0          | 0           | 0.6           | 0.3           | 0.4           |
| C03                 | 4.5           | 0.7           | 2.6           | 0          | 0          | 0           | 4.5           | 0.7           | 2.6           |
| D04                 | 1.6           | 0.4           | 1.0           | 0          | 0          | 0           | 1.5           | 0.4           | 1.0           |
| E05                 | 4.6           | 3.1           | 3.9           | 0          | 0          | 0           | 4.5           | 3.1           | 3.8           |
| F06                 | 7.3           | 0.9           | 4.1           | 0          | 0          | 0           | 7.1           | 0.9           | 4.0           |
| G07                 | 2.8           | 1.3           | 2.0           | 0          | 0          | 0           | 2.7           | 1.3           | 2.0           |
| H08                 | 3.0           | 2.7           | 2.9           | 0          | 0          | 0           | 2.9           | 2.7           | 2.8           |
| I09                 | 21.7          | 12.5          | 17.1          | 91.0       | 84.9       | 88.7        | 22.9          | 13.3          | 18.1          |
| J10                 | 1.1           | 0.8           | 1.0           | 0          | 0          | 0           | 1.1           | 0.8           | 0.9           |
| K11                 | 1.7           | 1.4           | 1.5           | 0          | 0          | 0           | 1.7           | 1.3           | 1.5           |
| L12                 | 0.2           | 0.1           | 0.2           | 0          | 0          | 0           | 0.2           | 0.1           | 0.2           |
| M13                 | 2.3           | 2.5           | 2.4           | 0          | 0          | 0           | 2.2           | 2.4           | 2.3           |
| N14                 | 1.5           | 0.5           | 1.0           | 3.2        | 0          | 2.0         | 1.6           | 0.4           | 1.0           |
| O15                 | 15.3          | 12.6          | 14.0          | 0.0        | 0          | 0.0         | 15.1          | 12.5          | 13.8          |
| P16                 | 19.0          | 43.3          | 31.1          | 0.3        | 11.0       | 4.2         | 18.7          | 42.9          | 30.8          |
| Q17                 | 9.3           | 14.9          | 12.1          | 3.5        | 0.9        | 2.5         | 9.2           | 14.8          | 12.0          |
| R18                 | 0.6           | 0.6           | 0.6           | 0          | 0          | 0           | 0.6           | 0.6           | 0.6           |
| S19                 | 0.2           | 0.2           | 0.2           | 2.0        | 3.2        | 2.5         | 0.3           | 0.2           | 0.2           |
| <b>Total Number</b> | <b>42,016</b> | <b>41,986</b> | <b>84,002</b> | <b>744</b> | <b>436</b> | <b>1180</b> | <b>42,760</b> | <b>42,422</b> | <b>85,182</b> |

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

Table 2.24 indicates that, Construction activities had the highest proportion of employees (85.5 percent) Employed in Government Strategic Projects followed by public administration and defense; compulsory social security activities (6.5 percent).

Moreover, the results show that, the highest proportion of male and female employees employed in Government Strategic Projects were in Construction with 88.6 percent and 66.9 percent respectively.

**Table 2. 24: Percentage Distribution of Employees Employed in Government Strategic Projects by Industry and Sex; 2024/25**

| Industry            | Male       | Female     | Total        |
|---------------------|------------|------------|--------------|
| A01                 | 0          | 0.7        | 0.1          |
| C03                 | 0.9        | 0          | 0.8          |
| F06                 | 88.6       | 66.9       | 85.5         |
| G07                 | 0.2        | 0.0        | 0.2          |
| I09                 | 0.2        | 0.7        | 0.3          |
| J10                 | 0          | 0.7        | 0.1          |
| M13                 | 0.1        | 0          | 0.1          |
| O15                 | 5.9        | 10.1       | 6.5          |
| P16                 | 2.3        | 9.5        | 3.3          |
| Q17                 | 1.8        | 11.5       | 3.1          |
| <b>Total Number</b> | <b>901</b> | <b>148</b> | <b>1,049</b> |

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

## CHAPTER THREE

### WAGE RATE

#### 3.0. Introduction

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

#### 3.1. Wage Rate of Permanent Citizens Employees

Table 3.1 depicts that the majority of permanent citizen employees (52.7 percent) earned TZS 700,000 and above per month where the wage distribution of male is higher (54.3 percent) than female (51.5 percent). Followed by 15.9 percent of permanent citizen employees with earnings between TZS 500,000 - 599,999, where male citizen employees were 16.8 percent and female employees were 15.1 percent. Also, about 1 percent of permanent employees earned below TZS 300,000 per month.

**Table 3. 1: Percentage Distribution of Permanent Citizen Employees by Wage Group and Sex; 2024/25**

| Wage Group (TZS)  | Male          | Female        | Total         |
|-------------------|---------------|---------------|---------------|
| Under 140,000     | 0.0           | 0.2           | 0.1           |
| 140,000 -199,999  | 0.1           | 0.2           | 0.2           |
| 200,000 - 299,999 | 0.3           | 0.5           | 0.4           |
| 300,000 - 399,999 | 10.2          | 9.9           | 10.0          |
| 400,000 - 499,999 | 8.3           | 12.1          | 10.5          |
| 500,000 - 599,999 | 16.8          | 15.1          | 15.9          |
| 600,000 - 699,999 | 10.0          | 10.4          | 10.2          |
| 700,000 +         | 54.3          | 51.5          | 52.7          |
| <b>Total</b>      | <b>21,479</b> | <b>28,768</b> | <b>50,247</b> |

Table 3.2 demonstrates that most employees in the government sector (48.7 percent) received TZS 700,000 and above. Similarly, majority of employees in the government parastatal sector (80.8 percent) fell within the same wage rates.

On the other hand, higher proportion of Private sector employees were observed in wage group between TZS 300,000 and 399,999 (25.7 percent). All employees paid below TZS 299,999 were employed in private sector.

**Table 3. 2: Percentage Distribution of Permanent Citizen Employees by Wage Group, Sector and Sex; 2024/25**

| Sector                   | Sex    | Under<br>140,000 | 140,000<br>199,999 | 200,000<br>299,999 | 300,000<br>399,999 | 400,000<br>499,999 | 500,000<br>599,999 | 600,000<br>699,999 | 700,000<br>+ | Total  |
|--------------------------|--------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------|--------|
| Government               | Male   | 0                | 0                  | 0                  | 11.6               | 9.6                | 19.5               | 10.8               | 48.5         | 15,106 |
|                          | Female | 0                | 0                  | 0                  | 10.3               | 13.4               | 16.2               | 11.2               | 48.8         | 24,390 |
|                          | Total  | 0                | 0                  | 0                  | 10.8               | 11.9               | 17.5               | 11.1               | 48.7         | 39,496 |
| Government<br>Parastatal | Male   | 0                | 0                  | 0                  | 1.6                | 2.1                | 9.3                | 7.8                | 79.2         | 4,944  |
|                          | Female | 0                | 0                  | 0                  | 0.9                | 2.4                | 7.8                | 5.7                | 83.2         | 3,290  |
|                          | Total  | 0                | 0                  | 0                  | 1.3                | 2.2                | 8.7                | 7.0                | 80.8         | 8,234  |
| Private                  | Male   | 0.1              | 1.5                | 4.4                | 25.0               | 16.6               | 15.1               | 8.3                | 29.1         | 1,429  |
|                          | Female | 5.2              | 6.3                | 14.0               | 26.7               | 13.1               | 12.4               | 6.4                | 16.0         | 1,088  |
|                          | Total  | 2.3              | 3.5                | 8.5                | 25.7               | 15.1               | 13.9               | 7.5                | 23.4         | 2,517  |
| Total                    | Male   | 0.0              | 0.1                | 0.3                | 10.2               | 8.3                | 16.8               | 10.0               | 54.3         | 21,479 |
|                          | Female | 0.2              | 0.2                | 0.5                | 9.9                | 12.1               | 15.1               | 10.4               | 51.5         | 28,768 |
|                          | Total  | 0.1              | 0.2                | 0.4                | 10.0               | 10.5               | 15.9               | 10.2               | 52.7         | 50,247 |

Table 3.3 shows that, out of the permanent citizen employees, the education industry had the highest percentage of employees (38.6 percent). Also, the education industry recorded the highest proportion of employees across all wage groups with exception of 300,000-399,999 and 600,000-699,999 wage groups. Furthermore, the mining and quarrying industry recorded the lowest proportion followed by administrative and support service activities.

Table 3. 3: Percentage Distribution of Permanent Citizen Employees by Industry and Wage Group;  
2024/25

| Industry                | Under<br>140,000 | 140,000 -<br>199,999 | 200,000 -<br>299,999 | 300,000 -<br>399,999 | 400,000 -<br>499,999 | 500,000 -<br>599,999 | 600,000 -<br>699,999 | 700,000<br>+  | Total         |
|-------------------------|------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|---------------|---------------|
| A01                     | 0.0              | 0.0                  | 0.0                  | 2.7                  | 3.8                  | 3.7                  | 2.0                  | 0.9           | 1.9           |
| B02                     | 0.0              | 0.0                  | 0.5                  | 0.0                  | 0.0                  | 0.0                  | 0.0                  | 0.0           | 0.0           |
| C03                     | 0.0              | 15.7                 | 2.3                  | 0.2                  | 0.3                  | 0.5                  | 0.4                  | 0.5           | 0.5           |
| D04                     | 0.0              | 0.0                  | 0.0                  | 0.0                  | 0.0                  | 0.3                  | 2.5                  | 2.5           | 1.6           |
| E05                     | 0.0              | 0.0                  | 0.0                  | 16.0                 | 4.6                  | 6.8                  | 3.4                  | 2.4           | 4.8           |
| F06                     | 0.0              | 0.0                  | 0.0                  | 0.9                  | 0.6                  | 4.7                  | 2.5                  | 0.7           | 1.5           |
| G07                     | 0.0              | 1.1                  | 3.3                  | 1.2                  | 1.3                  | 0.7                  | 0.7                  | 1.0           | 1.0           |
| H08                     | 0.0              | 2.2                  | 0.5                  | 0.3                  | 0.3                  | 1.7                  | 2.2                  | 4.6           | 3.0           |
| I09                     | 1.7              | 4.5                  | 7.4                  | 7.7                  | 3.8                  | 2.0                  | 2.8                  | 0.6           | 2.1           |
| J10                     | 0.0              | 0.0                  | 2.3                  | 0.3                  | 0.6                  | 0.5                  | 1.0                  | 1.3           | 0.9           |
| K11                     | 0.0              | 2.2                  | 0.0                  | 0.1                  | 0.3                  | 0.7                  | 0.3                  | 3.1           | 1.8           |
| L12                     | 0.0              | 0.0                  | 0.0                  | 0.1                  | 0.0                  | 0.1                  | 0.1                  | 0.4           | 0.2           |
| M13                     | 0.0              | 0.0                  | 0.5                  | 1.6                  | 2.1                  | 2.6                  | 4.3                  | 3.6           | 3.1           |
| N14                     | 1.7              | 1.1                  | 0.5                  | 0.1                  | 0.1                  | 0.1                  | 0.0                  | 0.0           | 0.1           |
| O15                     | 0.0              | 0.0                  | 0.0                  | 25.1                 | 18.4                 | 16.7                 | 20.5                 | 23.4          | 21.5          |
| P16                     | 91.4             | 64.0                 | 76.7                 | 22.2                 | 42.3                 | 36.0                 | 26.9                 | 43.5          | 38.6          |
| Q17                     | 1.7              | 9.0                  | 6.0                  | 20.6                 | 20.1                 | 21.7                 | 29.7                 | 10.9          | 16.5          |
| R18                     | 0.0              | 0.0                  | 0.0                  | 0.8                  | 1.3                  | 1.1                  | 0.8                  | 0.5           | 0.7           |
| S19                     | 3.4              | 0.0                  | 0.0                  | 0.1                  | 0.0                  | 0.1                  | 0.0                  | 0.1           | 0.1           |
| <b>Total<br/>Number</b> | <b>58</b>        | <b>90</b>            | <b>300</b>           | <b>4,941</b>         | <b>5,276</b>         | <b>7,968</b>         | <b>5,138</b>         | <b>26,476</b> | <b>50,247</b> |

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

### 3.2. Wage Rate of Temporary Citizen

The results from Table 3.4 reveal that the majority of temporary citizen employees (33.0 percent) earned between TZS 300,000 and TZS 399,999 per month. Moreover, 3.7 percent of temporary citizen employees earned less than TZS 140,000.

**Table 3. 4: Percentage Distribution of Temporary Citizen Employees by Wage Group and Sex; 2024/25**

| Wage Group (TZS)  | Male          | Female        | Total         |
|-------------------|---------------|---------------|---------------|
| Under 140,000     | 1.2           | 7.3           | 3.7           |
| 140,000 -199,999  | 1.8           | 7.5           | 4.2           |
| 200,000 - 299,999 | 6.1           | 11.9          | 8.5           |
| 300,000 - 399,999 | 33.4          | 32.5          | 33.0          |
| 400,000 - 499,999 | 13.6          | 10.2          | 12.2          |
| 500,000 - 599,999 | 32.9          | 23.9          | 29.2          |
| 600,000 - 699,999 | 3.4           | 2.0           | 2.8           |
| 700,000 +         | 7.6           | 4.7           | 6.4           |
| <b>Total</b>      | <b>16,679</b> | <b>11,798</b> | <b>28,477</b> |

Table 3.5 shows that the highest proportion of temporary citizen employees in Government sector (95.9 percent) earned between TZS 500,000 and 599,999 while the rest earned above TZS 700,000 (4.1 percent). Government Parastatal sector temporary citizen employees earned only between TZS 500,000 and 599,999 (100 percent).

Furthermore, a high percentage of private sector employees (36.8 percent) were found in the wage group between TZS 300,000 and 399,999.

Table 3. 5: Percentage Distribution of Temporary Citizen Employees by Wage Group, Sector and Sex;  
2024/25

| Sector                   | Sex    | Under<br>140,000 | 140,000<br>199,999 | 200,000<br>299,999 | 300,000<br>399,999 | 400,000<br>499,999 | 500,000<br>599,999 | 600,000<br>699,999 | 700,000<br>+ | Total  |
|--------------------------|--------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------|--------|
| Government               | Male   | 0                | 0                  | 0                  | 0                  | 0                  | 95.1               | 0                  | 4.9          | 1,004  |
|                          | Female | 0                | 0                  | 0                  | 0                  | 0                  | 96.8               | 0                  | 3.2          | 877    |
|                          | Total  | 0                | 0                  | 0                  | 0                  | 0                  | 95.9               | 0                  | 4.1          | 1,881  |
| Government<br>Parastatal | Male   | 0                | 0                  | 0                  | 0                  | 0                  | 100                | 0                  | 0            | 663    |
|                          | Female | 0                | 0                  | 0                  | 0                  | 0                  | 100                | 0                  | 0            | 395    |
|                          | Total  | 0                | 0                  | 0                  | 0                  | 0                  | 100                | 0                  | 0            | 1,058  |
| Private                  | Male   | 1.3              | 2.1                | 6.8                | 37.1               | 15.2               | 25.8               | 3.7                | 8.1          | 15,012 |
|                          | Female | 8.2              | 8.4                | 13.4               | 36.4               | 11.4               | 15.0               | 2.2                | 5.0          | 10,526 |
|                          | Total  | 4.1              | 4.6                | 9.5                | 36.8               | 13.6               | 21.3               | 3.1                | 6.8          | 25,538 |
| Total                    | Male   | 1.2              | 1.8                | 6.1                | 33.4               | 13.6               | 32.9               | 3.4                | 7.6          | 16,679 |
|                          | Female | 7.3              | 7.5                | 11.9               | 32.5               | 10.2               | 23.9               | 2.0                | 4.7          | 11,798 |
|                          | Total  | 3.7              | 4.2                | 8.5                | 33.0               | 12.2               | 29.2               | 2.8                | 6.4          | 28,477 |

Table 3.6 reveals that accommodation and food service activities have the highest proportion of temporary citizen employees (45.0 percent). Also, the results reveal that agriculture industry was observed to have lowest proportion (0.06 percent) followed by real estate industry (0.07 percent). On the other hand, the education industry recorded highest proportion (83.7 percent) of temporary employees earned below TZS 140,000. Furthermore, the accommodation and food service activities were observed to contribute highest proportion of temporary citizen employees across all wage categories above TZS 299,999.

**Table 3. 6: Percentage Distribution of Temporary Citizen Employees by Industry and Wage Group; 2024/25**

| Industry            | Under 140,000 | 140,000 - 199,999 | 200,000 - 299,999 | 300,000 - 399,999 | 400,000 - 499,999 | 500,000 - 599,999 | 600,000 - 699,999 | 700,000 +    | Total         |
|---------------------|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------|---------------|
| A01                 | 0             | 0                 | 0                 | 0                 | 0.1               | 0.1               | 0.8               | 0            | 0.1           |
| B02                 | 3.6           | 0                 | 0.4               | 0.3               | 0                 | 0                 | 0                 | 0            | 0.3           |
| C03                 | 0.8           | 0.6               | 1.8               | 3.2               | 7.2               | 1.4               | 2.4               | 1.4          | 2.7           |
| E05                 | 0             | 0                 | 0                 | 0                 | 0                 | 10.1              | 0                 | 0            | 2.9           |
| F06                 | 0             | 0                 | 0.1               | 2.7               | 3.6               | 13.1              | 1.5               | 4.4          | 5.5           |
| G07                 | 1.1           | 0.8               | 2.5               | 6.7               | 3.0               | 0.8               | 4.7               | 2.8          | 3.4           |
| H08                 | 0.2           | 0                 | 0.6               | 1.1               | 1.0               | 7.8               | 0.6               | 2.8          | 3.0           |
| I09                 | 4.9           | 10.9              | 12.4              | 65.3              | 62.4              | 31.6              | 61.2              | 49.4         | 45.0          |
| J10                 | 0.5           | 0.4               | 1.0               | 0.7               | 0.7               | 1.5               | 1.5               | 3.1          | 1.1           |
| K11                 | 0.3           | 0.9               | 0.1               | 0.1               | 0.3               | 2.9               | 5.5               | 1.4          | 1.2           |
| L12                 | 0             | 0                 | 0                 | 0                 | 0                 | 0.1               | 0.9               | 0.2          | 0.1           |
| M13                 | 0             | 0.1               | 0.4               | 0.4               | 0.5               | 3.6               | 0.5               | 0.5          | 1.3           |
| N14                 | 1.5           | 5.1               | 12.4              | 2.2               | 1.8               | 0.9               | 2.3               | 1.8          | 2.7           |
| O15                 | 0             | 0                 | 0                 | 0                 | 0                 | 10.4              | 0                 | 4.2          | 3.3           |
| P16                 | 83.7          | 71.7              | 64.7              | 12.7              | 11.4              | 10.8              | 14.4              | 16.3         | 21.8          |
| Q17                 | 3.4           | 9.4               | 2.4               | 3.6               | 7.4               | 4.6               | 3.3               | 9.5          | 4.8           |
| R18                 | 0             | 0.2               | 1.2               | 0.6               | 0.2               | 0.3               | 0                 | 0            | 0.4           |
| S19                 | 0             | 0                 | 0                 | 0.4               | 0.1               | 0.1               | 0.5               | 2.2          | 0.3           |
| <b>Total Number</b> | <b>1,053</b>  | <b>1,187</b>      | <b>2,429</b>      | <b>9,400</b>      | <b>3,479</b>      | <b>8,313</b>      | <b>793</b>        | <b>1,823</b> | <b>28,477</b> |

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

## CHAPTER FOUR

### CASH EARNINGS

#### 4.0. Introduction

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

#### Cash Earnings by Sector

The results show that total annual earnings of all employees increased by TZS 333,802/= million in 2024/25 compared to 2023/24. The amount paid to female employees increased from TZS 337,335/= million in 2023/24 to TZS 501,445/= million in 2024/25 while for male counterparts increased from TZS 379,165/= million in 2023/24 to TZS 548,857/= million in 2024/25. Government sector annual earnings increase from TZS 396,022/= million in 2023/24 to TZS 596,376/= million in 2024/25.

**Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2023/24 and 2024/25**

| Sector                | (TZS Million)  |                |                  |                |                |                |
|-----------------------|----------------|----------------|------------------|----------------|----------------|----------------|
|                       | 2024/25        |                |                  | 2023/24        |                |                |
|                       | Male           | Female         | Total            | Male           | Female         | Total          |
| Government            | 255,033        | 341,343        | 596,376          | 170,619        | 225,403        | 396,022        |
| Government Parastatal | 126,352        | 73,047         | 199,399          | 81,743         | 46,344         | 128,087        |
| Private               | 167,473        | 87,055         | 254,527          | 126,802        | 65,589         | 192,391        |
| <b>Total</b>          | <b>548,857</b> | <b>501,445</b> | <b>1,050,302</b> | <b>379,165</b> | <b>337,335</b> | <b>716,500</b> |

Table 4.2 reveals that the average salary of permanent Government Parastatal employees was higher (TZS 1,404,173/=) followed by government sector (TZS 843,168/=). In contrast, employees in the private sector recorded the lowest salary per month (TZS 603,373/=). Average earnings per month for male were higher in all sectors compared to female.

**Table 4. 2: Monthly Average Salary (TZS) of Permanent Citizen Employees by Sector and Sex; 2024/25**

| Sector                | Male             | Female         | Total          |
|-----------------------|------------------|----------------|----------------|
| Government            | 900,484          | 807,670        | 843,168        |
| Government Parastatal | 1,435,453        | 1,357,168      | 1,404,173      |
| Private               | 698,483          | 478,453        | 603,373        |
| <b>Total</b>          | <b>1,010,183</b> | <b>858,061</b> | <b>923,088</b> |

Table 4.3 shows that the Government sector (TZS 49,610 million) led in monthly cash earnings, followed by Government Parastatal with (TZS 16,610 million). Additionally, male receive more monthly cash earnings compared to female in Government parastatal and private sector. While in Government sector female employees (TZS 28,407million) receive more cash earnings compared to male employees (TZS 21,203 million).

**Table 4. 3: Monthly Cash Earnings of Permanent Citizen Employees by Sector and Sex; 2024/25**

(TZS Million)

| Sector                | Male          | Female        | Total         |
|-----------------------|---------------|---------------|---------------|
| Government            | 21,203        | 28,407        | 49,610        |
| Government Parastatal | 10,525        | 6,085         | 16,610        |
| Private               | 1,330         | 708           | 2,038         |
| <b>Total</b>          | <b>33,058</b> | <b>35,200</b> | <b>68,258</b> |

### Cash Earning by Industry

The results from the FSEES 2024/25 show that the average salary of permanent citizen employees per month in Financial and Insurance activities was higher (TZS 1,643,312/=), followed by Information and communication activities (TZS 1,320,068 /=-) and Transportation and storage activities (TZS 1,205,816/=) (Table 4.4).

Table 4. 4: Monthly Average Salary of Permanent Citizen Employees by Industry and Sex; 2024/25 (TZS)

| Industry     | Male             | Female         | Total          |
|--------------|------------------|----------------|----------------|
| A01          | 1,158,178        | 1,262,822      | 1,200,511      |
| B02          | 250,000          | -              | 250,000        |
| C03          | 1,033,985        | 943,225        | 997,221        |
| D04          | 925,546          | 925,546        | 925,546        |
| E05          | 643,127          | 587,166        | 620,137        |
| F06          | 652,793          | 912,526        | 701,941        |
| G07          | 970,423          | 943,571        | 962,895        |
| H08          | 1,400,426        | 1,037,524      | 1,205,816      |
| I09          | 441,093          | 497,527        | 462,494        |
| J10          | 1,445,286        | 1,187,772      | 1,320,068      |
| K11          | 1,745,329        | 1,495,954      | 1,643,312      |
| L12          | 958,149          | 1,333,784      | 1,070,839      |
| M13          | 951,924          | 799,704        | 877,370        |
| N14          | 591,343          | 497,806        | 570,882        |
| O15          | 1,213,612        | 1,090,155      | 1,156,669      |
| P16          | 1,016,595        | 818,030        | 875,956        |
| Q17          | 751,978          | 710,251        | 725,315        |
| R18          | 594,291          | 663,520        | 632,104        |
| S19          | 1,149,671        | 865,102        | 1,007,386      |
| <b>Total</b> | <b>1,010,183</b> | <b>858,061</b> | <b>923,088</b> |

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

Table 4.5 reveals that monthly cash earnings of Education industry (TZS 26,487 million) lead followed by public administration and defense; compulsory social security industry with (TZS 16,514 million). Moreover; Mining and Quarrying industry has lowest monthly cash earnings of (TZS 1 million).

**Table 4. 5: Monthly Cash Earnings of Permanent Citizen Employees by Industry and Sex; 2024/25**

(TZS Million)

| Industry     | Male          | Female        | Total         |
|--------------|---------------|---------------|---------------|
| A01          | 931           | 669           | 1,601         |
| B02          | 1             | 0             | 1             |
| C03          | 719           | 585           | 1,305         |
| D04          | 678           | 156           | 835           |
| E05          | 1,187         | 696           | 1,883         |
| F06          | 1,434         | 533           | 1,968         |
| G07          | 523           | 271           | 793           |
| H08          | 1,362         | 1,171         | 2,533         |
| I09          | 375           | 259           | 633           |
| J10          | 1,143         | 1,261         | 2,404         |
| K11          | 1,113         | 628           | 1,741         |
| L12          | 82            | 47            | 129           |
| M13          | 1,507         | 1,121         | 2,628         |
| N14          | 19            | 5             | 24            |
| O15          | 9,235         | 7,279         | 16,514        |
| P16          | 10,160        | 16,327        | 26,487        |
| Q17          | 2,443         | 4,006         | 6,449         |
| R18          | 129           | 162           | 291           |
| S19          | 16            | 23            | 40            |
| <b>Total</b> | <b>33,058</b> | <b>35,200</b> | <b>68,258</b> |

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

## CHAPTER FIVE

### WAGE BILL

#### 5.0. Introduction

This chapter provides information related to the wage bill with respect to employment sectors, sex, and industries. Wage bill information is essential for understanding employment dynamics and labor conditions. It provides a critical basis for the formulation of effective policies and strategic plans across different sectors and industries.

#### 5.1. Annual Wage Bill

Table 5.1 reveals that the higher proportion of the total wage bill (58.2 percent) is paid as salary, followed by other benefits, which contribute 40.8 percent of the total bill, and only 1 percent is paid as a free ration. Also, the results reveal that salary consistently constitutes the highest share of the wage bill, followed by other benefits. In addition, the free ration has the lowest proportion in all sectors.

**Table 5. 1: Percentage Composition of Annual Wage Bill by Sector; 2024/25**

| Sector                | Salary      | Free Ration | Other Benefit | Wage bill  |
|-----------------------|-------------|-------------|---------------|------------|
| Government            | 49.6        | 1.0         | 49.4          | 100        |
| Government Parastatal | 55.5        | 0.4         | 44.1          | 100        |
| Private               | 92.3        | 1.7         | 6.0           | 100        |
| <b>Total</b>          | <b>58.2</b> | <b>1.0</b>  | <b>40.8</b>   | <b>100</b> |

Table 5.2 shows that the proportion of salary is higher across all industries except for agriculture and professional industries, where the proportions of other benefits are relatively high compared to the salaries. Also, the results reveal that free ration contributes less than 4 percent to the total wage bill across all industries.

Table 5. 2: Composition of Annual Wage Bill by Industry; 2024/25

| Industry     | Salary      | Free Ration | Other Benefit | Wage bill  |
|--------------|-------------|-------------|---------------|------------|
| A01          | 37.6        | 0           | 62.4          | 100        |
| B02          | 100         | 0           | 0             | 100        |
| C03          | 80.9        | 0           | 19.1          | 100        |
| D04          | 78.7        | 1.3         | 20.0          | 100        |
| E05          | 52.7        | 0.3         | 47.0          | 100        |
| F06          | 80.1        | 3.8         | 16.1          | 100        |
| G07          | 70.6        | 1.3         | 28.1          | 100        |
| H08          | 56.8        | 0.3         | 42.9          | 100        |
| I09          | 93.9        | 1.9         | 4.2           | 100        |
| J10          | 50.8        | 0.3         | 48.9          | 100        |
| K11          | 61.7        | 0.3         | 38.1          | 100        |
| L12          | 57.6        | 0           | 42.4          | 100        |
| M13          | 28.4        | 0.8         | 70.8          | 100        |
| N14          | 96.9        | 1.6         | 1.4           | 100        |
| O15          | 50.3        | 2.7         | 47.1          | 100        |
| P16          | 57.8        | 0           | 42.1          | 100        |
| Q17          | 55.3        | 0           | 44.7          | 100        |
| R18          | 49.1        | 2.2         | 48.7          | 100        |
| S19          | 88.6        | 0.1         | 11.2          | 100        |
| <b>Total</b> | <b>58.2</b> | <b>1.0</b>  | <b>40.8</b>   | <b>100</b> |

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

Table 5.3 shows that, based on overall results, permanent employees contribute a higher proportion of the total wage bill (45.5 percent), followed by temporary employees (10.5 percent). In addition, the salary paid to casual workers in mining and quarrying recorded the highest proportion (83.2 percent) among industries.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contracts; 2024/25

| Industry     | Salary      |             |            | Free Ration | Other Benefit | Wage bill  |
|--------------|-------------|-------------|------------|-------------|---------------|------------|
|              | Permanent   | Temporary   | Casual     |             |               |            |
| A01          | 33.7        | 0.2         | 3.7        | 0.0         | 62.4          | 100        |
| B02          | 0.6         | 16.3        | 83.2       | 0.0         | 0.0           | 100        |
| C03          | 20.4        | 28.3        | 32.2       | 0.0         | 19.1          | 100        |
| D04          | 78.7        | 0.0         | 0.0        | 1.3         | 20.0          | 100        |
| E05          | 52.3        | 0.0         | 0.4        | 0.3         | 47.0          | 100        |
| F06          | 18.8        | 23.0        | 38.3       | 3.8         | 16.1          | 100        |
| G07          | 36.3        | 27.4        | 6.9        | 1.3         | 28.1          | 100        |
| H08          | 52.2        | 4.4         | 0.3        | 0.3         | 42.9          | 100        |
| I09          | 25.9        | 66.0        | 2.0        | 1.9         | 4.2           | 100        |
| J10          | 41.4        | 9.0         | 0.4        | 0.3         | 48.9          | 100        |
| K11          | 57.7        | 3.8         | 0.1        | 0.3         | 38.1          | 100        |
| L12          | 55.6        | 2.0         | 0.0        | 0.0         | 42.4          | 100        |
| M13          | 26.6        | 0.9         | 0.9        | 0.8         | 70.8          | 100        |
| N14          | 11.7        | 83.2        | 2.1        | 1.6         | 1.4           | 100        |
| O15          | 50.0        | 0.2         | 0.1        | 2.7         | 47.1          | 100        |
| P16          | 51.8        | 5.7         | 0.3        | 0.0         | 42.1          | 100        |
| Q17          | 49.1        | 5.0         | 1.2        | 0.0         | 44.7          | 100        |
| R18          | 41.3        | 6.5         | 1.3        | 2.2         | 48.7          | 100        |
| S19          | 55.4        | 27.8        | 5.5        | 0.1         | 11.2          | 100        |
| <b>Total</b> | <b>45.5</b> | <b>10.5</b> | <b>2.2</b> | <b>1.0</b>  | <b>40.8</b>   | <b>100</b> |

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

## CHAPTER SIX

### OCCUPATIONAL INJURY AND DISEASES

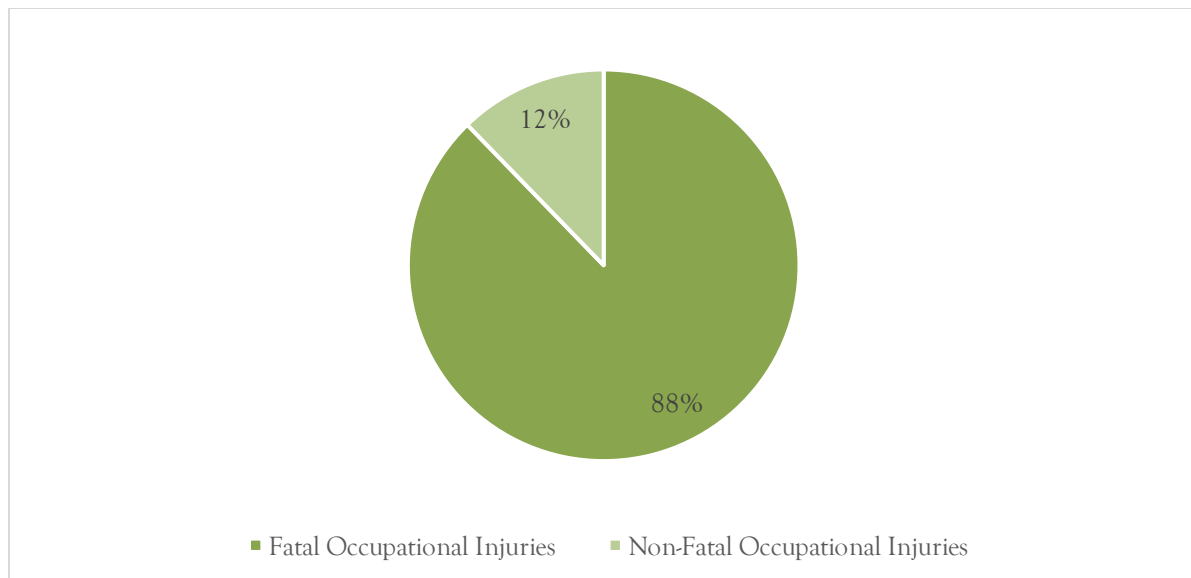
#### 6.0. Introduction

This chapter briefly explains the employed persons who experienced injuries or illness in work circumstances. The information on workplace safety is crucial for promoting a healthy and productive work environment.

#### 6.1. Occupational Injuries

Occupational injuries can arise from various occupational hazards and non-hazard environments that may result in fatal and non-fatal injuries. A total of 106 occupational injured employees were reported in 2024/25, with fatal injuries accounting for a higher proportion (88 percent) compared to non-fatal injuries (12 percent).

**Figure 6. 1: Percentage Distribution of Occupational Injured Employees; 2024/25**



The total occupational injury rate was 124.4 per 100,000 employees, with males (133.3 per 100,000 employees) having a higher rate than females (115.5 per 100,000 employees). Furthermore, the fatal occupational Injuries were 109.2 per 100,000 employees, which is higher than Non-Fatal Occupational Injuries (15.3 per 100,000 employees).

The Sex disaggregation shows that, Occupational injuries for both fatal and non-fatal were higher for males than females.

**Table 6. 1: Fatal and Nonfatal Injury Rates per 100,000 Employees by Sex; 2024/25**

| Occupational Injury             | Male         | Female       | Total        |
|---------------------------------|--------------|--------------|--------------|
| Fatal Occupational Injuries     | 112.3        | 106.1        | 109.2        |
| Non-Fatal Occupational Injuries | 21.0         | 9.4          | 15.3         |
| <b>Total</b>                    | <b>133.3</b> | <b>115.5</b> | <b>124.4</b> |

Table 6.2 shows that government parastatals recorded the highest occupational injury rate at 301.1 per 100,000 employees, with all reported cases being fatal injuries. This was followed by the government sector with 142.6 per 100,000 employees, where fatal injuries are more prevalent than non-fatal injuries. Furthermore, the private sector reported a higher fatal occupational injury rate (46.4 per 100,000 employees) compared with non-fatal injuries (8.7 per 100,000 employees).

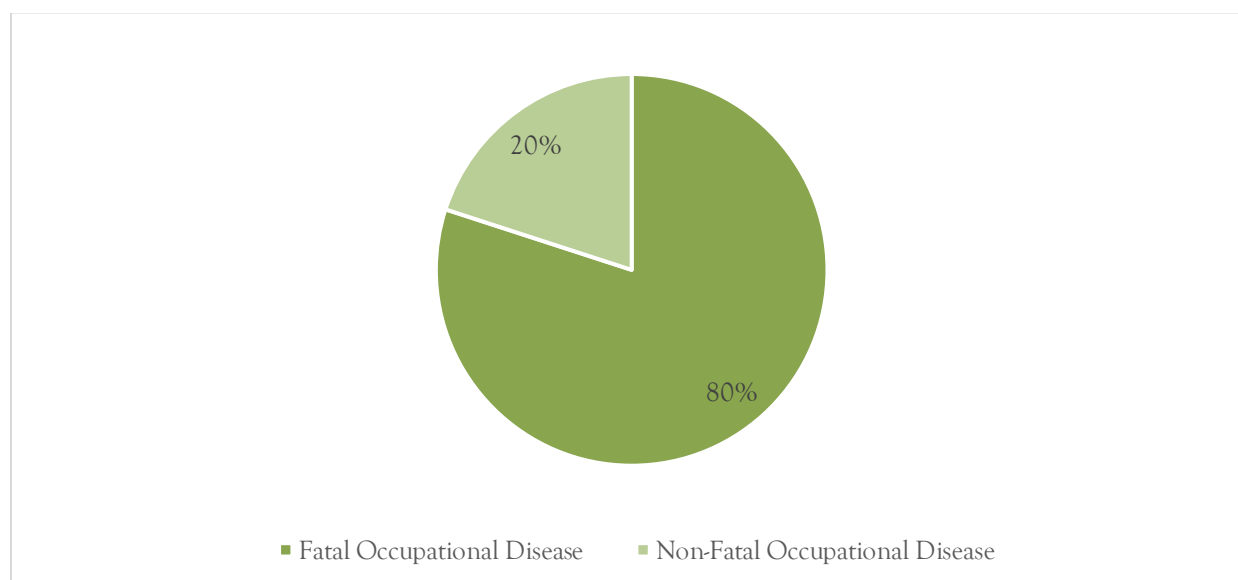
**Table 6. 2: Fatal and Nonfatal Injury Rates per 100,000 Employees by Sector; 2024/25**

| Occupational Injury             | Government   | Government Parastatal | Private     |
|---------------------------------|--------------|-----------------------|-------------|
| Fatal Occupational Injuries     | 118.4        | 301.1                 | 46.4        |
| Non-Fatal Occupational Injuries | 24.2         | 0.0                   | 8.7         |
| <b>Total</b>                    | <b>142.6</b> | <b>301.1</b>          | <b>55.1</b> |

## 6.2. Occupational Diseases

Occupational diseases encompass a wide range of human illnesses that arise due to exposure to risk factors associated with work activities. The results from figure 6.2 show that, the proportion of employees who got Fatal diseases at workplace was higher (80 percent) compared with Nonfatal (20 percent).

**Figure 6. 2: Percentage of Employees with Occupational Disease; 2024/25**



The results demonstrate that the total occupational disease rate was 5.9 per 100,000 employees. Females recorded the higher rate (9.4 per 100,000 employees) than males (2.3 per 100,000 employees). Likewise, a similar trend was observed for both fatal and non-fatal occupational Diseases.

**Table 6. 3: Fatal and Nonfatal Disease Rates per 100,000 Employees by Sex; 2024/25**

| Occupational Disease           | Male       | Female     | Total      |
|--------------------------------|------------|------------|------------|
| Fatal Occupational Disease     | 2.3        | 7.1        | 4.7        |
| Non-Fatal Occupational Disease | 0.0        | 2.4        | 1.2        |
| <b>Total</b>                   | <b>2.3</b> | <b>9.4</b> | <b>5.9</b> |

The occupational disease rate for the government parastatal was slightly higher (21.5 per 100,000 employees), followed by the government sector with 4.8 per 100,000 employees. Government Parastatal and Private sector reported only fatal occupational disease cases, as shown in Table 6.4.

Table 6. 4: Fatal and Nonfatal Disease Rates per 100,000 Employees by Sector; 2024/25

| Occupational Injury             | Government | Government Parastatal | Private    |
|---------------------------------|------------|-----------------------|------------|
| Fatal Occupational Diseases     | 6.2        | 35.6                  | 4.8        |
| Non-Fatal Occupational Diseases | 4.0        | 0.0                   | 0.0        |
| <b>Total</b>                    | <b>4.8</b> | <b>21.5</b>           | <b>2.9</b> |

## CHAPTER SEVEN

### NEW AND DROPPED OUT EMPLOYEES

#### 7.0. Introduction

This chapter presents the information on new employees and the dropped-out employees in the financial year of 2024/25. The results from analysis are based on new employees by sector, industry, education level, subject of training and citizenship with their starting salaries. Additionally, it includes the number of employees quit the establishment with reasons.

#### 7.1. New Employees

The findings from Table 7.1 show that, the total number of new employees in 2024/25 was 4,031 employees of whom 2,038 were male and 1,993 were female employees.

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

**Table 7. 1: Distribution of New Employees by Sector and Sex; 2024/25**

| Sector                | Number of Employees |              |              | Sex distribution |             |            |
|-----------------------|---------------------|--------------|--------------|------------------|-------------|------------|
|                       | Male                | Female       | Total        | Male             | Female      | Total      |
| Government            | 529                 | 990          | 1,519        | 34.8             | 65.2        | 100        |
| Government Parastatal | 180                 | 100          | 280          | 64.3             | 35.7        | 100        |
| Private               | 1,329               | 903          | 2,232        | 59.5             | 40.5        | 100        |
| <b>Total</b>          | <b>2,038</b>        | <b>1,993</b> | <b>4,031</b> | <b>50.6</b>      | <b>49.4</b> | <b>100</b> |

Table 7.2 shows that, most of new employees were employed in Education (42.9 percent), followed by Accommodation and food service activities (18.9 percent). Also, the results from Table 7.2 show that majority of female (61.0 percent) and male (25.3 employees) were employed in education industry. Generally, there were more male new employees than female employees across most of the industry.

Table 7. 2: Percentage Distribution of New Employees by Industry and Sex; 2024/25

| Industry            | Male         | Female       | Total        |
|---------------------|--------------|--------------|--------------|
| A01                 | 1.7          | 0.4          | 1.0          |
| C03                 | 1.9          | 0.3          | 1.1          |
| D04                 | 1.8          | 0            | 0.9          |
| E05                 | 2.3          | 0.2          | 1.2          |
| F06                 | 22.2         | 1.0          | 11.7         |
| G07                 | 2.1          | 1.2          | 1.6          |
| H08                 | 0.7          | 0.7          | 0.7          |
| I09                 | 21.3         | 16.4         | 18.9         |
| J10                 | 1.5          | 0.9          | 1.2          |
| K11                 | 3.3          | 2.8          | 3.1          |
| L12                 | 0.3          | 0.3          | 0.3          |
| M13                 | 0.9          | 1.0          | 0.9          |
| N14                 | 2.2          | 0.9          | 1.5          |
| O15                 | 5.4          | 4.7          | 5.1          |
| P16                 | 25.3         | 61.0         | 42.9         |
| Q17                 | 6.8          | 8.4          | 7.6          |
| R18                 | 0.1          | 0.1          | 0.1          |
| S19                 | 0.3          | 0.2          | 0.2          |
| <b>Total Number</b> | <b>2,038</b> | <b>1,993</b> | <b>4,031</b> |

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

The result reveals that, most of new employees were citizen of East Africa countries whereby Tanzania was leading country (99.6 percent) followed by Kenya (0.1 percent). Other citizenship contributes 0.3 percent of total new employees employed in a year 2024/25, Table 7.3.

**Table 7. 3: Percentage Distribution of New Employees by Citizenship and Sex; 2024/25**

| Citizenship         | Male         | Female       | Total        |
|---------------------|--------------|--------------|--------------|
| Tanzania            | 99.5         | 99.6         | 99.6         |
| Kenya               | 0.1          | 0.2          | 0.1          |
| Uganda              | 0.1          | 0.0          | 0.0          |
| Others              | 0.3          | 0.2          | 0.3          |
| <b>Total Number</b> | <b>2,038</b> | <b>1,993</b> | <b>4,031</b> |

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

Table 7.4 depicts that, majority of new employees started work with salary between TZS 300,000 and 399,999 (24.9 percent). Also, the results show that minority of new employees (2.9 percent) started work with salary below 140,000. About 19 percent of new employees were able to start work with a salary of TZS 700,000 and above.

**Table 7. 4: Distribution of New Employees by Starting Salary and Sex; 2024/25**

| Starting Salary   | Number       |              |              | Percent    |            |            |
|-------------------|--------------|--------------|--------------|------------|------------|------------|
|                   | Male         | Female       | Total        | Male       | Female     | Total      |
| Under 140,000     | 22           | 93           | 115          | 1.1        | 4.7        | 2.9        |
| 140,000 - 199,999 | 59           | 76           | 135          | 2.9        | 3.8        | 3.3        |
| 200,000 - 299,999 | 109          | 152          | 261          | 5.3        | 7.6        | 6.5        |
| 300,000 - 399,999 | 686          | 317          | 1,003        | 33.7       | 15.9       | 24.9       |
| 400,000 - 499,999 | 191          | 439          | 630          | 9.4        | 22.0       | 15.6       |
| 500,000 - 599,999 | 404          | 561          | 965          | 19.8       | 28.1       | 23.9       |
| 600,000 - 699,999 | 111          | 50           | 161          | 5.4        | 2.5        | 4.0        |
| 700,000 +         | 456          | 305          | 761          | 22.4       | 15.3       | 18.9       |
| <b>Total</b>      | <b>2,038</b> | <b>1,993</b> | <b>4,031</b> | <b>100</b> | <b>100</b> | <b>100</b> |

Figure 7.1 shows that the highest proportion of new employees had permanent contracts which account for 39.7 percent, followed by fixed term contracts with 33.1 percent. Furthermore, proportion of male in all type of contracts were higher than female except in Permanent contract where female was higher than male (Annex Table 7. 2.7).

Figure 7. 1: Proposition of New Employees by Type of Contract; 2024/25

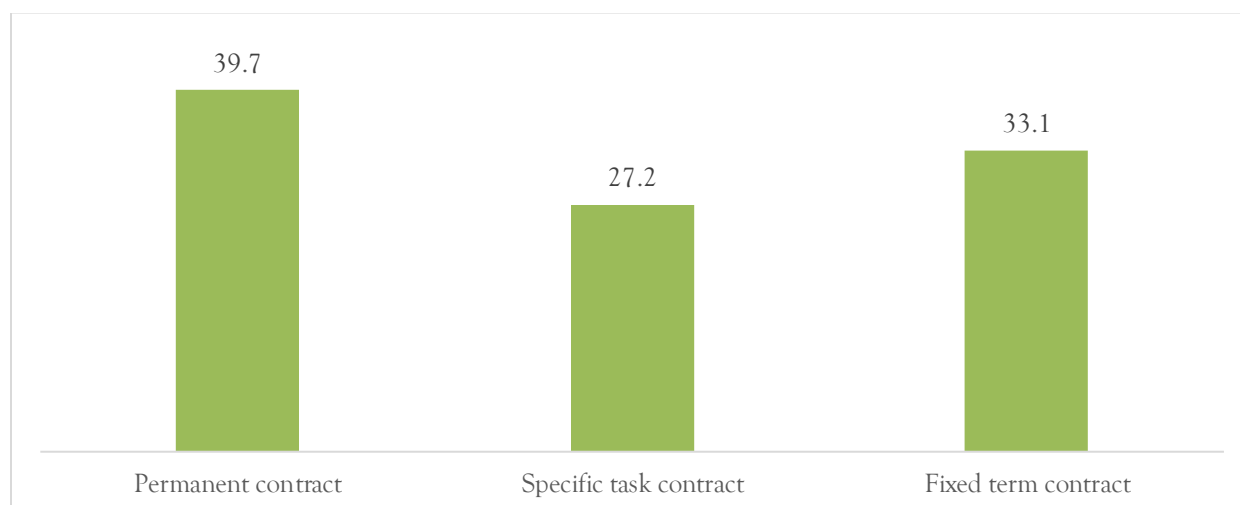


Table 7.5 show that, a total of 3,238 employees quitted the job with different reasons whereby males were more likely in quitting the job than females. About 26.4 percent of employees resigned from the job and 3.4 percent of employees were out of establishment because of death.

There was discrepancy between the two sexes for all reasons. The main reason for both male (28.2 percent) and female (23.8 percent) quitting the establishment was resigning.

Table 7. 5: Number of Employees by Reasons for Leaving the Establishment and Sex; 2024/25

| Reasons             | Male         | Female       | Total        |
|---------------------|--------------|--------------|--------------|
| Retired Employees   | 17.5         | 22.0         | 19.3         |
| Terminated          | 10.3         | 6.3          | 8.7          |
| Resigned            | 28.2         | 23.8         | 26.4         |
| Death               | 3.3          | 3.4          | 3.4          |
| Transfer            | 22.5         | 33.6         | 27.0         |
| End of Contract     | 15.0         | 8.7          | 12.4         |
| Other reasons       | 3.2          | 2.2          | 2.8          |
| <b>Total number</b> | <b>1,928</b> | <b>1,310</b> | <b>3,238</b> |

## CHAPTER EIGHT

### VACANCIES

#### 8.0. Introduction

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

#### 8.1. Current Job Vacancy

The total number of current vacancies available for 2024/25 was 7,109 of which 96 percent were from Government sectors and less than five percent from private sector Figure 8.1.

**Figure 8. 1: Percentage Distribution of Current Job Vacancies by Sector; 2024/25**

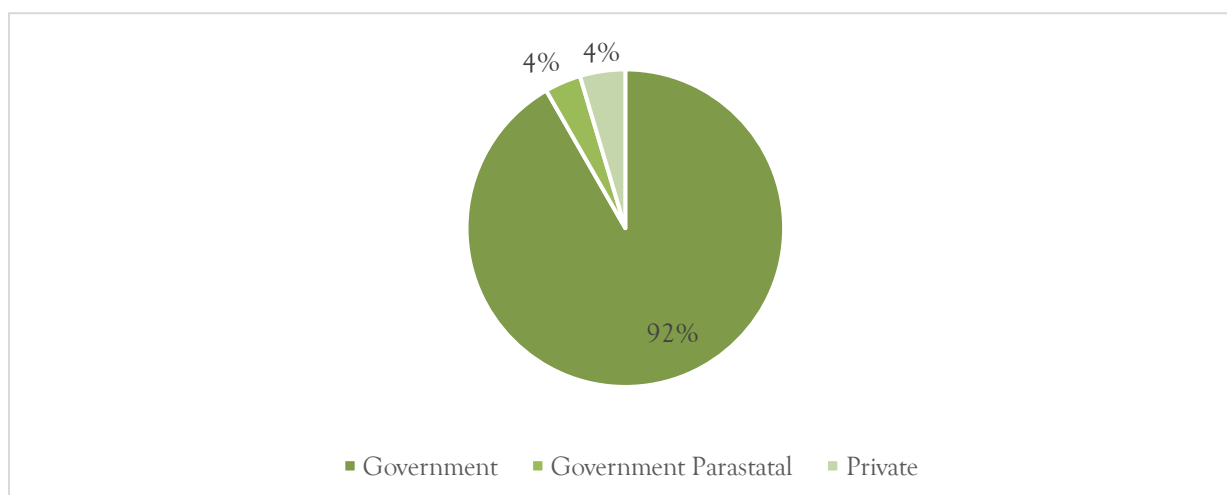


Table 8.1 shows that, 76.6 percent of current job vacancies prefer employees with any sex while 12.4 percent prefer male employees and 11.1 percents prefer female employees.

Sex preference depends much on kind of the activity. Current job vacancies in activities occur in industries such as Human health and social work activities and prefer more females account for 20.0 percent and 12.0 percent than male employees with 13.3 and 8.8 percent consecutively. However, Electricity, gas, steam and air conditioning supply and Real estate activities preferred only any sex preference.

**Table 8. 1: Distribution of Current Job Vacancies by Industry and Sex Preference; 2024/25**

| Industry     | Male        | Female      | Any         | Total Vacancies |
|--------------|-------------|-------------|-------------|-----------------|
| A01          | 20.0        | 1.8         | 78.2        | 55              |
| C03          | 27.6        | 0           | 72.4        | 29              |
| D04          | 0           | 0           | 100         | 24              |
| E05          | 25.0        | 12.5        | 62.5        | 24              |
| F06          | 12.5        | 0           | 87.5        | 40              |
| G07          | 31.3        | 6.3         | 62.5        | 16              |
| H08          | 28.1        | 6.3         | 65.6        | 32              |
| I09          | 15.6        | 11.7        | 72.7        | 77              |
| J10          | 25.0        | 5.0         | 70.0        | 20              |
| K11          | 44.4        | 0           | 55.6        | 9               |
| L12          | 0           | 0           | 100         | 13              |
| M13          | 54.5        | 4.5         | 40.9        | 44              |
| N14          | 1.9         | 0           | 98.1        | 52              |
| O15          | 32.8        | 7.8         | 59.5        | 800             |
| P16          | 8.8         | 12.0        | 79.2        | 5,837           |
| Q17          | 13.3        | 20.0        | 66.7        | 15              |
| R18          | 50.0        | 0           | 50.0        | 20              |
| S19          | 50.0        | 0           | 50.0        | 2               |
| <b>Total</b> | <b>12.4</b> | <b>11.1</b> | <b>76.6</b> | <b>7,109</b>    |

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

Among all occupation job vacancies available in 2024/25, 60.9 percent of them were for Technicians and Associate Professionals followed by Professionals which account for 19.2 percent. The least proportion of new vacancy were from Craft and Related Workers and Plant and Machine Operators and Assemblers with less than one percent for each (0.4 and 0.3 percent respectively).

Male preference was higher in Elementary Occupations with a proportion of 34.2 percent compared with other type of occupation available.

Elementary Occupations, and Technicians and Associate Professionals had the highest proportions of current job vacancies available for females, accounting for 45.9 percent and 44.7 percent, respectively compared with other type of occupations.

Technicians and Associate Professionals (69.4 percent) and Professionals (20.9 percent) have higher proportion of current job vacancies preferring any type of sex, Table 8.2.

Table 8. 2: Percentage Distribution of Current Vacancies by Type of Occupation Available and Sex Preference, 2024/25

| Type of Occupation     | Male       | Female     | Any          | Total        |
|------------------------|------------|------------|--------------|--------------|
| O01                    | 0.7        | 0.5        | 0.9          | 0.9          |
| O02                    | 22.4       | 4.2        | 20.9         | 19.2         |
| O03                    | 22.9       | 44.7       | 69.4         | 60.9         |
| O04                    | 4.6        | 2.3        | 3.0          | 3.1          |
| O05                    | 0.9        | 2.4        | 0.4          | 0.7          |
| O06                    | 12.3       | 0          | 1.4          | 2.6          |
| O07                    | 0.9        | 0          | 0.3          | 0.4          |
| O08                    | 1.1        | 0          | 0.2          | 0.3          |
| O09                    | 34.2       | 45.9       | 3.5          | 12.0         |
| <b>Total Vacancies</b> | <b>879</b> | <b>787</b> | <b>5,443</b> | <b>7,109</b> |

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

The findings from Figure 8.2 demonstrate that, the demand for current job vacancies were higher in First degree or Advance diploma level (39.4 percent) followed by Ordinary diploma education level (35.3 percent). Very few (0.2 percent) vacancies prefer to employ people with Degree of Philosophy (PHD).

Figure 8. 2: Percentage Distribution of Current Job Vacancies by Type of Education Required, 2024/25

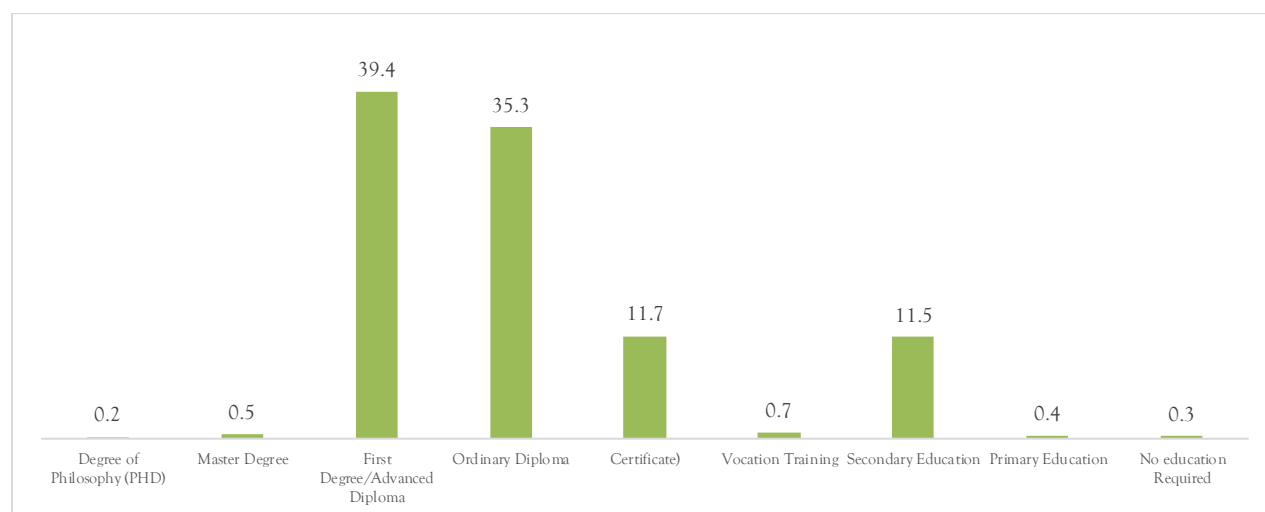


Table 8.3 depicts that, type of occupation required in job vacancies have direct relation with education level required. Majority of current professional jobs require higher education level (98.1 percent). Current jobs in technicians and associate professionals required more people with certificate /diploma (98.3 percent).

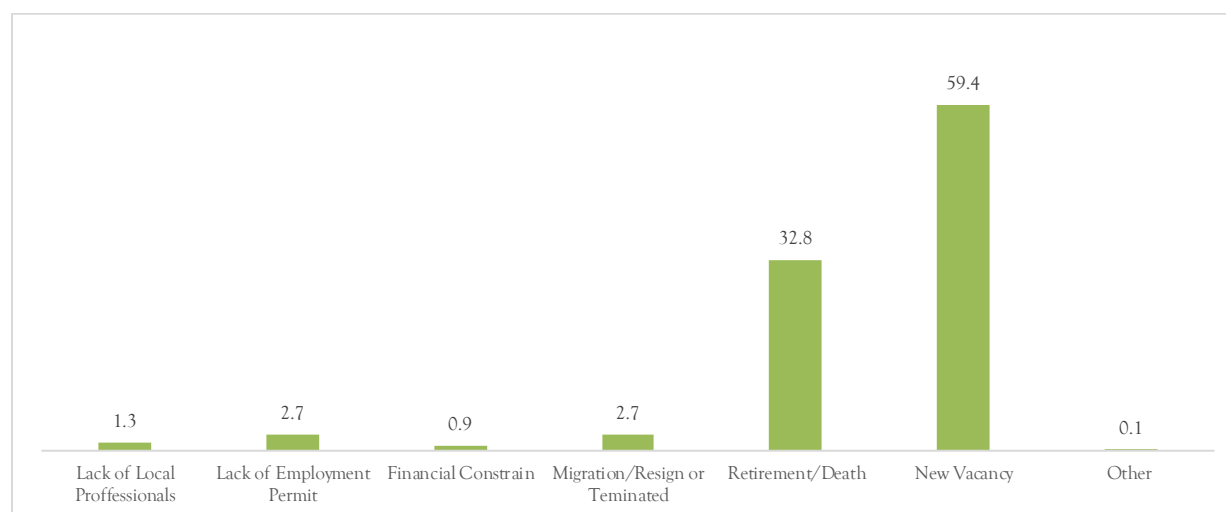
**Table 8. 3: Percentage Distribution of Current Job Vacancies by Type of Occupation and Education Required, 2024/25**

| Type of Occupation Required | No Education | Primary Education | Secondary Education | Certificate /Diploma | Higher Education | Total        |
|-----------------------------|--------------|-------------------|---------------------|----------------------|------------------|--------------|
| O01                         | 0            | 0                 | 0                   | 0                    | 1.9              | 0.9          |
| O02                         | 0            | 0                 | 0                   | 0                    | 98.1             | 40.0         |
| O03                         | 0            | 12.0              | 0                   | 98.3                 | 0                | 46.3         |
| O04                         | 0            | 4.0               | 1.1                 | 0                    | 0                | 0            |
| O05                         | 38.1         | 0                 | 1.7                 | 0                    | 0                | 0            |
| O06                         | 0            | 0                 | 12.9                | 0                    | 0                | 1.5          |
| O07                         | 5            | 0                 | 0                   | 0                    | 0                | 0            |
| O08                         | 0            | 0                 | 0.6                 | 0                    | 0                | 0            |
| O09                         | 57.1         | 84.0              | 83.4                | 0.9                  | 0                | 10.5         |
| <b>Total Vacancies</b>      | <b>21</b>    | <b>25</b>         | <b>819</b>          | <b>3347</b>          | <b>2,897</b>     | <b>7,109</b> |

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

Figure 8.3 reveals that about 59.4 percent of current job vacancies were due to new vacancy. Almost one percent (0.9 percent) of current job vacancies were available due to financial Constrain.

**Figure 8. 3: Percentage Distribution of Current Vacancies by Reasons, 2024/25**



## APPENDIXES

### Appendix 1: Tables

Table 2. 1. 2: Number of Total Employment by Sector and Sex; 2024/25

| Sector                | Male          | Female        | Total         |
|-----------------------|---------------|---------------|---------------|
| Government            | 16110         | 25267         | 41377         |
| Government Parastatal | 5611          | 3688          | 9299          |
| Private               | 21039         | 13467         | 34506         |
| <b>Total</b>          | <b>42,760</b> | <b>42,422</b> | <b>85,182</b> |

Table 2. 2. 2: Percentage Distribution of Permanent Employees by Cadre; Sector and Sex; 2024/25

| Cadre               | Government   |              |               | Government Parastatal |              |              | Private      |              |              |
|---------------------|--------------|--------------|---------------|-----------------------|--------------|--------------|--------------|--------------|--------------|
|                     | Male         | Female       | Total         | Male                  | Female       | Total        | Male         | Female       | Total        |
| O01                 | 1.2          | 0.5          | 0.8           | 6.5                   | 5.0          | 5.9          | 7.6          | 3.5          | 5.9          |
| O02                 | 46.4         | 47.3         | 47.0          | 48.5                  | 57.5         | 52.1         | 50.7         | 43.5         | 47.7         |
| O03                 | 30.6         | 37.3         | 34.8          | 23.4                  | 22.7         | 23.1         | 10.2         | 21.3         | 14.9         |
| O04                 | 6.9          | 5.4          | 6.0           | 11.7                  | 9.0          | 10.6         | 5.2          | 9.8          | 7.1          |
| O05                 | 2.6          | 2.0          | 2.2           | 3.4                   | 2.6          | 3.0          | 8.7          | 11.2         | 9.7          |
| O06                 | 2.8          | 1.7          | 2.1           | 0.1                   | 0.1          | 0.1          | 1.0          | 0.4          | 0.7          |
| O07                 | 2.3          | 0.7          | 1.3           | 1.0                   | 0.6          | 0.8          | 6.2          | 4.6          | 5.5          |
| O08                 | 1.2          | 1.6          | 1.4           | 3.2                   | 0.6          | 2.1          | 2.5          | 0.0          | 1.4          |
| O09                 | 6.0          | 3.5          | 4.5           | 2.2                   | 1.9          | 2.1          | 7.9          | 5.8          | 7.0          |
| <b>Total Number</b> | <b>15106</b> | <b>24390</b> | <b>39,496</b> | <b>4,944</b>          | <b>3,290</b> | <b>8,234</b> | <b>1,971</b> | <b>1,425</b> | <b>3,396</b> |

Table 2. 3. 2: Distribution of Temporary Employees by Cadre and Sector; 2024/25

| Cadre        | Government |        |       | Government Parastatal |        |       | Private |        |        |
|--------------|------------|--------|-------|-----------------------|--------|-------|---------|--------|--------|
|              | Male       | Female | Total | Male                  | Female | Total | Male    | Female | Total  |
| O01          | 4.9        | 3.2    | 4.1   | 0                     | 0      | 0     | 3.4     | 2.2    | 2.9    |
| O02          | 95.1       | 96.8   | 95.9  | 100                   | 100    | 100   | 30.7    | 23.3   | 27.7   |
| O03          | 0          | 0      | 0     | 0                     | 0      | 0     | 14.7    | 25.9   | 19.3   |
| O04          | 0          | 0      | 0     | 0                     | 0      | 0     | 8.9     | 11.0   | 9.7    |
| O05          | 0          | 0      | 0     | 0                     | 0      | 0     | 19.0    | 19.1   | 19.1   |
| O06          | 0          | 0      | 0     | 0                     | 0      | 0     | 1.6     | 0.3    | 1.1    |
| O07          | 0          | 0      | 0     | 0                     | 0      | 0     | 7.6     | 5.9    | 6.9    |
| O08          | 0          | 0      | 0     | 0                     | 0      | 0     | 4.6     | 0.6    | 2.9    |
| O09          | 0          | 0      | 0     | 0                     | 0      | 0     | 9.6     | 11.7   | 10.4   |
| Total Number | 1004       | 877    | 1,881 | 663                   | 395    | 1,058 | 15,214  | 10,625 | 25,839 |

Table 2. 4.2: Percentage Distribution of Total Employment by Industry, Sector and Sex; 2024/25

| Industry            | Government    |               |               | Government Parastatal |              |              | Private       |               |               | Total        |              |              |
|---------------------|---------------|---------------|---------------|-----------------------|--------------|--------------|---------------|---------------|---------------|--------------|--------------|--------------|
|                     | Male          | Female        | Total         | Male                  | Female       | Total        | Male          | Female        | Total         | Male         | Female       | Total        |
| A01                 | 3.6           | 1.5           | 2.3           | 0.2                   | 0.2          | 0.2          | 2.4           | 1.1           | 1.9           | 2.5          | 1.3          | 1.9          |
| B02                 | 0             | 0             | 0             | 0                     | 0            | 0            | 1.2           | 0.8           | 1.1           | 0.6          | 0.3          | 0.4          |
| C03                 | 0             | 0             | 0             | 2.0                   | 2.4          | 2.2          | 8.5           | 1.6           | 5.8           | 4.5          | 0.7          | 2.6          |
| D04                 | 0             | 0             | 0             | 11.7                  | 4.1          | 8.7          | 0             | 0             | 0             | 1.5          | 0.4          | 1.0          |
| E05                 | 7.7           | 4.7           | 5.9           | 12.2                  | 3.3          | 8.6          | 0             | 0             | 0             | 4.5          | 3.1          | 3.8          |
| F06                 | 2.9           | 0.3           | 1.3           | 1.8                   | 1.7          | 1.8          | 11.8          | 1.9           | 7.9           | 7.1          | 0.9          | 4.0          |
| G07                 | 1.2           | 0.2           | 0.6           | 1.5                   | 1.2          | 1.4          | 4.2           | 3.3           | 3.9           | 2.7          | 1.3          | 2.0          |
| H08                 | 0             | 0             | 0             | 16.3                  | 28.0         | 21.0         | 1.6           | 0.8           | 1.3           | 2.9          | 2.7          | 2.8          |
| I09                 | 0             | 0             | 0             | 0                     | 0            | 0            | 46.5          | 41.8          | 44.7          | 22.9         | 13.3         | 18.1         |
| J10                 | 1.4           | 0.8           | 1.0           | 0.5                   | 0.6          | 0.5          | 1.1           | 0.7           | 0.9           | 1.1          | 0.8          | 0.9          |
| K11                 | 0             | 0             | 0             | 8.3                   | 9.9          | 8.9          | 1.2           | 1.5           | 1.3           | 1.7          | 1.3          | 1.5          |
| L12                 | 0             | 0             | 0             | 1.3                   | 0.9          | 1.2          | 0.1           | 0.0           | 0.1           | 0.2          | 0.1          | 0.2          |
| M13                 | 3.0           | 2.6           | 2.7           | 6.9                   | 8.5          | 7.5          | 0.5           | 0.5           | 0.5           | 2.2          | 2.4          | 2.3          |
| N14                 | 0             | 0             | 0             | 0                     | 0            | 0            | 3.2           | 1.4           | 2.5           | 1.6          | 0.4          | 1.0          |
| O15                 | 30.5          | 16.8          | 22.1          | 27.3                  | 29.0         | 28.0         | 0             | 0             | 0             | 15.1         | 12.5         | 13.8         |
| P16                 | 30.6          | 51.5          | 43.4          | 9.9                   | 10.1         | 10.0         | 11.9          | 35.8          | 21.2          | 18.7         | 42.9         | 30.8         |
| Q17                 | 18.2          | 20.7          | 19.7          | 0                     | 0            | 0            | 4.7           | 7.7           | 5.9           | 9.2          | 14.8         | 12.0         |
| R18                 | 1.0           | 0.8           | 0.9           | 0                     | 0            | 0            | 0.5           | 0.3           | 0.4           | 0.6          | 0.6          | 0.6          |
| S19                 | 0             | 0             | 0             | 0                     | 0            | 0            | 0.5           | 0.7           | 0.6           | 0.3          | 0.2          | 0.2          |
| <b>Total Number</b> | <b>16,110</b> | <b>25,267</b> | <b>41,377</b> | <b>5,611</b>          | <b>3,688</b> | <b>9,299</b> | <b>21,039</b> | <b>13,467</b> | <b>34,506</b> | <b>42760</b> | <b>42422</b> | <b>85182</b> |

Table 2. 5.2: Percentage Distribution of Total Employment by Industry, Types of Contracts and Sex; 2024/25

| Industry     | Permanent |        |        | Temporary |        |        | Casual |        |       | Total  |        |        |
|--------------|-----------|--------|--------|-----------|--------|--------|--------|--------|-------|--------|--------|--------|
|              | Male      | Female | Total  | Male      | Female | Total  | Male   | Female | Total | Male   | Female | Total  |
| A01          | 35.6      | 24.2   | 59.9   | 1.0       | 0      | 1.0    | 30.1   | 9.1    | 39.2  | 66.7   | 33.3   | 100    |
| B02          | 0.5       | 0      | 0.5    | 15.2      | 5.7    | 20.9   | 54.5   | 24.1   | 78.6  | 70.2   | 29.8   | 100    |
| C03          | 6.4       | 4.4    | 10.7   | 29.6      | 5.1    | 34.7   | 50.5   | 4.1    | 54.6  | 86.4   | 13.6   | 100    |
| D04          | 81.3      | 18.7   | 100    | 0         | 0      | 0      | 0      | 0      | 0     | 81.3   | 18.7   | 100    |
| E05          | 43.7      | 30.5   | 74.2   | 15.9      | 9.9    | 25.8   | 0      | 0      | 0     | 59.6   | 40.4   | 100    |
| F06          | 18.0      | 4.2    | 22.2   | 42.1      | 3.5    | 45.6   | 28.7   | 3.6    | 32.3  | 88.8   | 11.2   | 100    |
| G07          | 21.2      | 8.3    | 29.5   | 37.3      | 19.6   | 56.9   | 9.3    | 4.3    | 13.6  | 67.9   | 32.1   | 100    |
| H08          | 29.0      | 33.6   | 62.6   | 22.1      | 13.9   | 35.9   | 1.2    | 0.3    | 1.5   | 52.3   | 47.7   | 100    |
| I09          | 7.5       | 4.5    | 12.0   | 54.2      | 30.5   | 84.7   | 1.8    | 1.5    | 3.3   | 63.5   | 36.5   | 100    |
| J10          | 30.2      | 28.6   | 58.8   | 26.9      | 12.4   | 39.3   | 1.1    | 0.7    | 1.9   | 58.2   | 41.8   | 100    |
| K11          | 42.3      | 29.3   | 71.6   | 12.8      | 14.1   | 26.9   | 1.0    | 0.5    | 1.5   | 56.1   | 43.9   | 100    |
| L12          | 59.7      | 25.6   | 85.3   | 11.6      | 3.1    | 14.7   | 0      | 0      | 0     | 71.3   | 28.7   | 100    |
| M13          | 40.0      | 38.4   | 78.4   | 5.6       | 13.3   | 18.9   | 2.4    | 0.3    | 2.7   | 48.0   | 52.0   | 100    |
| N14          | 4.3       | 0.8    | 5.1    | 70.8      | 20.6   | 91.4   | 2.9    | 0.6    | 3.5   | 78.0   | 22.0   | 100    |
| O15          | 49.5      | 42.4   | 91.9   | 5.3       | 2.7    | 8.0    | 0.0    | 0.0    | 0.0   | 54.8   | 45.2   | 100    |
| P16          | 21.6      | 52.5   | 74.1   | 8.1       | 15.6   | 23.8   | 0.8    | 1.3    | 2.1   | 30.5   | 69.5   | 100    |
| Q17          | 29.5      | 51.8   | 81.3   | 6.5       | 7.1    | 13.5   | 2.5    | 2.6    | 5.1   | 38.5   | 61.5   | 100    |
| R18          | 33.2      | 40.0   | 73.2   | 17.1      | 7.0    | 24.1   | 2.8    | 0      | 2.8   | 53.1   | 46.9   | 100    |
| S19          | 16.9      | 16.4   | 33.3   | 25.4      | 18.4   | 43.8   | 10.9   | 11.9   | 22.9  | 53.2   | 46.8   | 100    |
| Total        | 25.9      | 34.2   | 60.0   | 19.8      | 14.0   | 33.8   | 4.5    | 1.7    | 6.2   | 50.2   | 49.8   | 100    |
| Total Number | 22,021    | 29,105 | 51,126 | 16,881    | 11,897 | 28,778 | 3,858  | 1,420  | 5,278 | 42,760 | 42,422 | 85,182 |

Table 2. 6.2: Percentage Distribution of Employment by Industry, Types of Contracts and Sex; 2024/25 - Government

| Industry     | Permanent |        |        | Temporary |        |       | Total  |        |        |
|--------------|-----------|--------|--------|-----------|--------|-------|--------|--------|--------|
|              | Male      | Female | Total  | Male      | Female | Total | Male   | Female | Total  |
| A01          | 59.4      | 40.2   | 99.6   | 0.4       | 0.0    | 0.4   | 59.8   | 40.2   | 100    |
| E05          | 38.0      | 36.0   | 74.0   | 13.1      | 12.8   | 26.0  | 51.2   | 48.8   | 100    |
| F06          | 86.9      | 12.9   | 99.8   | 0.2       | 0.0    | 0.2   | 87.1   | 12.9   | 100    |
| G07          | 76.4      | 23.6   | 100.0  | 0.0       | 0.0    | 0.0   | 76.4   | 23.6   | 100    |
| J10          | 39.4      | 43.2   | 82.6   | 11.1      | 6.3    | 17.4  | 50.6   | 49.4   | 100    |
| M13          | 35.4      | 39.8   | 75.2   | 6.4       | 18.4   | 24.8  | 41.9   | 58.1   | 100    |
| O15          | 47.8      | 43.4   | 91.1   | 5.9       | 2.9    | 8.9   | 53.7   | 46.3   | 100    |
| P16          | 27.4      | 72.2   | 99.6   | 0.1       | 0.3    | 0.4   | 27.5   | 72.5   | 100    |
| Q17          | 35.8      | 64.0   | 99.8   | 0.1       | 0.1    | 0.2   | 35.9   | 64.1   | 100    |
| R18          | 44.8      | 55.2   | 100.0  | 0.0       | 0.0    | 0.0   | 44.8   | 55.2   | 100    |
| Total        | 36.5      | 58.9   | 95.5   | 2.4       | 2.1    | 4.5   | 38.9   | 61.1   | 100    |
| Total Number | 15,106    | 24,390 | 39,496 | 1,004     | 877    | 1,881 | 16,110 | 25,267 | 41,377 |



Table 2. 7.2: Percentage Distribution of Employment by Industry, Types of Contracts and Sex; 2024/25 – Government Parastatal

| Industry        | Permanent |        |       | Temporary |        |       | Casual |        |       | Total |        |       |
|-----------------|-----------|--------|-------|-----------|--------|-------|--------|--------|-------|-------|--------|-------|
|                 | Male      | Female | Total | Male      | Female | Total | Male   | Female | Total | Male  | Female | Total |
| A01             | 42.1      | 42.1   | 84.2  | 0         | 0      | 0     | 10.5   | 5.3    | 15.8  | 52.6  | 47.4   | 100   |
| C03             | 55.5      | 44.5   | 100   | 0         | 0      | 0     | 0      | 0      | 0     | 55.5  | 44.5   | 100   |
| D04             | 81.3      | 18.7   | 100   | 0         | 0      | 0     | 0      | 0      | 0     | 81.3  | 18.7   | 100   |
| E05             | 60.5      | 13.8   | 74.3  | 24.4      | 1.2    | 25.7  | 0      | 0      | 0     | 84.9  | 15.1   | 100   |
| F06             | 61.4      | 38.6   | 100   | 0         | 0      | 0     | 0      | 0      | 0     | 61.4  | 38.6   | 100   |
| G07             | 65.4      | 34.6   | 100   | 0         | 0      | 0     | 0      | 0      | 0     | 65.4  | 34.6   | 100   |
| H08             | 31.9      | 39.9   | 71.8  | 15.1      | 13.1   | 28.2  | 0      | 0      | 0     | 47.0  | 53.0   | 100   |
| J10             | 54.9      | 43.1   | 98.0  | 0.0       | 2.0    | 2.0   | 0      | 0      | 0     | 54.9  | 45.1   | 100   |
| K11             | 48.1      | 36.2   | 84.3  | 7.8       | 7.8    | 15.7  | 0      | 0      | 0     | 56.0  | 44.0   | 100   |
| L12             | 69.2      | 29.9   | 99.1  | 0.9       | 0      | 0.9   | 0      | 0      | 0     | 70.1  | 29.9   | 100   |
| M13             | 55.4      | 44.6   | 100   | 0         | 0      | 0     | 0      | 0      | 0     | 55.4  | 44.6   | 100   |
| O15             | 55.7      | 39.0   | 94.7  | 3.1       | 2.0    | 5.1   | 0.1    | 0.1    | 0.2   | 58.9  | 41.1   | 100   |
| P16             | 57.2      | 38.8   | 96.0  | 2.8       | 1.2    | 4.0   | 0      | 0      | 0     | 60.0  | 40.0   | 100   |
| Total           | 53.2      | 35.4   | 88.5  | 7.1       | 4.2    | 11.4  | 0      | 0      | 0.1   | 60.3  | 39.7   | 100   |
| Total<br>Number | 4,944     | 3,290  | 8,234 | 663       | 395    | 1,058 | 4      | 3      | 7     | 5,611 | 3,688  | 9,299 |

Table 2. 8.2: Percentage Distribution of Employment by Industry, Types of Contracts and Sex; 2024/25 – Private

| Industry     | Permanent |        |       | Temporary |        |        | Casual |        |       | Total  |        |        |
|--------------|-----------|--------|-------|-----------|--------|--------|--------|--------|-------|--------|--------|--------|
|              | Male      | Female | Total | Male      | Female | Total  | Male   | Female | Total | Male   | Female | Total  |
| A01          | 0.2       | 0      | 0.2   | 1.9       | 0.0    | 1.9    | 75.3   | 22.7   | 98.0  | 77.3   | 22.7   | 100    |
| B02          | 0.5       | 0      | 0.5   | 15.2      | 5.7    | 20.9   | 54.5   | 24.1   | 78.6  | 70.2   | 29.8   | 100    |
| C03          | 1.5       | 0.3    | 1.8   | 32.5      | 5.6    | 38.1   | 55.5   | 4.5    | 60.0  | 89.5   | 10.5   | 100    |
| E05          | 100       | 0      | 100   | 0         | 0      | 0      | 0      | 0      | 0     | 100    | 0      | 100    |
| F06          | 1.8       | 0.4    | 2.2   | 52.9      | 4.4    | 57.3   | 36.0   | 4.5    | 40.5  | 90.7   | 9.3    | 100    |
| G07          | 6.7       | 2.9    | 9.5   | 47.9      | 25.1   | 73.0   | 12.0   | 5.5    | 17.4  | 66.5   | 33.5   | 100    |
| H08          | 16.6      | 6.2    | 22.7  | 52.1      | 17.2   | 69.3   | 6.4    | 1.5    | 7.9   | 75.1   | 24.9   | 100    |
| I09          | 7.5       | 4.5    | 12.0  | 54.2      | 30.5   | 84.7   | 1.8    | 1.5    | 3.3   | 63.5   | 36.5   | 100    |
| J10          | 14.0      | 6.8    | 20.8  | 52.2      | 22.4   | 74.5   | 2.8    | 1.9    | 4.7   | 68.9   | 31.1   | 100    |
| K11          | 31.8      | 16.9   | 48.7  | 21.6      | 25.3   | 47.0   | 2.8    | 1.5    | 4.3   | 56.3   | 43.7   | 100    |
| L12          | 13.6      | 4.5    | 18.2  | 63.6      | 18.2   | 81.8   | 0      | 0      | 0     | 77.3   | 22.7   | 100    |
| M13          | 5.6       | 1.9    | 7.5   | 24.2      | 34.8   | 59.0   | 29.8   | 3.7    | 33.5  | 59.6   | 40.4   | 100    |
| N14          | 4.3       | 0.8    | 5.1   | 70.8      | 20.6   | 91.4   | 2.9    | 0.6    | 3.5   | 78.0   | 22.0   | 100    |
| P16          | 2.8       | 6.0    | 8.8   | 28.5      | 55.1   | 83.6   | 2.9    | 4.7    | 7.7   | 34.2   | 65.8   | 100    |
| Q17          | 4.1       | 3.1    | 7.2   | 32.2      | 34.9   | 67.1   | 12.7   | 12.9   | 25.6  | 49.0   | 51.0   | 100    |
| R18          | 2.9       | 0      | 2.9   | 61.9      | 25.2   | 87.1   | 10.1   | 0      | 10.1  | 74.8   | 25.2   | 100    |
| S19          | 16.9      | 16.4   | 33.3  | 25.4      | 18.4   | 43.8   | 10.9   | 11.9   | 22.9  | 53.2   | 46.8   | 100    |
| Total        | 5.7       | 4.1    | 9.8   | 44.1      | 30.8   | 74.9   | 11.2   | 4.1    | 15.3  | 61.0   | 39.0   | 100    |
| Total Number | 1,971     | 1,425  | 3,396 | 15,214    | 10,625 | 25,839 | 3,854  | 1,417  | 5,271 | 21,039 | 13,467 | 34,506 |

Table 3. 1.3: Number of Permanent Citizen Employees by Wage Group and Sex; 2024/25

| Wage Group (TZS)  | Male          | Female        | Total         |
|-------------------|---------------|---------------|---------------|
| Under 140,000     | 1             | 57            | 58            |
| 140,000 -199,999  | 22            | 68            | 90            |
| 200,000 - 299,999 | 104           | 196           | 300           |
| 300,000 - 399,999 | 2,146         | 2,795         | 4,941         |
| 400,000 - 499,999 | 1,789         | 3,487         | 5,276         |
| 500,000 - 599,999 | 3,619         | 4,349         | 7,968         |
| 600,000 - 699,999 | 2,142         | 2,996         | 5,138         |
| 700,000 +         | 11,656        | 14,820        | 26,476        |
| <b>Total</b>      | <b>21,479</b> | <b>28,768</b> | <b>50,247</b> |

Table 3. 2.3: Number of Permanent Citizen Employees by Wage Group, Sector and Sex; 2024/25

| Wage Group (TZS)  | Government    |               |               | Government Parastatal |              |              | Private      |              |              | Total         |               |               |
|-------------------|---------------|---------------|---------------|-----------------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|
|                   | Male          | Female        | Total         | Male                  | Female       | Total        | Male         | Female       | Total        | Male          | Female        | Total         |
| Under 140,000     | 0             | 0             | 0             | 0                     | 0            | 0            | 1            | 57           | 58           | 1             | 57            | 58            |
| 140,000 -199,999  | 0             | 0             | 0             | 0                     | 0            | 0            | 21           | 68           | 89           | 21            | 68            | 89            |
| 200,000 - 299,999 | 0             | 0             | 0             | 0                     | 0            | 0            | 63           | 152          | 215          | 63            | 152           | 215           |
| 300,000 - 399,999 | 1,750         | 2,519         | 4,269         | 81                    | 30           | 111          | 357          | 290          | 647          | 2,188         | 2,839         | 5,027         |
| 400,000 - 499,999 | 1,448         | 3,267         | 4,715         | 104                   | 78           | 182          | 237          | 142          | 379          | 1,789         | 3,487         | 5,276         |
| 500,000 - 599,999 | 2,945         | 3,957         | 6,902         | 458                   | 257          | 715          | 216          | 135          | 351          | 3,619         | 4,349         | 7,968         |
| 600,000 - 699,999 | 1,639         | 2,737         | 4,376         | 385                   | 189          | 574          | 118          | 70           | 188          | 2,142         | 2,996         | 5,138         |
| 700,000 +         | 7,324         | 11,910        | 19,234        | 3,916                 | 2,736        | 6,652        | 416          | 174          | 590          | 11,656        | 14,820        | 26,476        |
| <b>Total</b>      | <b>15,106</b> | <b>24,390</b> | <b>39,496</b> | <b>4,944</b>          | <b>3,290</b> | <b>8,234</b> | <b>1,429</b> | <b>1,088</b> | <b>2,517</b> | <b>21,479</b> | <b>28,768</b> | <b>50,247</b> |

Table 3. 3.3: Number of Permanent Citizen Employees by Industry and Wage Group; 2024/25

| Industry     | Under<br>140,000 | 140,000<br>-199,999 | 200,000<br>299,999 | 300,000<br>399,999 | 400,000<br>499,999 | 500,000<br>599,999 | 600,000<br>699,999 | 700,000<br>+  | Total         |
|--------------|------------------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------|---------------|
| A01          | 0                | 0                   | 0                  | 134                | 201                | 292                | 105                | 237           | 969           |
| B02          | 0                | 0                   | 1                  | 1                  | 0                  | 0                  | 0                  | 0             | 2             |
| C03          | 0                | 14                  | 5                  | 9                  | 14                 | 40                 | 20                 | 135           | 237           |
| D04          | 0                | 0                   | 0                  | 0                  | 0                  | 26                 | 126                | 659           | 811           |
| E05          | 0                | 0                   | 0                  | 805                | 242                | 543                | 173                | 642           | 2,405         |
| F06          | 0                | 0                   | 0                  | 45                 | 32                 | 373                | 130                | 181           | 761           |
| G07          | 0                | 1                   | 7                  | 59                 | 70                 | 59                 | 35                 | 272           | 503           |
| H08          | 0                | 2                   | 1                  | 15                 | 17                 | 132                | 114                | 1,222         | 1,503         |
| I09          | 1                | 4                   | 16                 | 386                | 200                | 158                | 143                | 160           | 1,068         |
| J10          | 0                | 0                   | 5                  | 15                 | 33                 | 37                 | 49                 | 334           | 473           |
| K11          | 0                | 2                   | 0                  | 3                  | 15                 | 58                 | 14                 | 832           | 924           |
| L12          | 0                | 0                   | 0                  | 3                  | 0                  | 8                  | 4                  | 95            | 110           |
| M13          | 0                | 0                   | 1                  | 82                 | 113                | 205                | 220                | 945           | 1,566         |
| N14          | 1                | 1                   | 1                  | 6                  | 6                  | 9                  | 0                  | 8             | 32            |
| O15          | 0                | 0                   | 0                  | 1,264              | 973                | 1,330              | 1,052              | 6,189         | 10,808        |
| P16          | 53               | 57                  | 165                | 1,118              | 2,232              | 2,872              | 1,382              | 11,516        | 19,395        |
| Q17          | 1                | 8                   | 13                 | 1,038              | 1060               | 1732               | 1526               | 2,896         | 8,274         |
| R18          | 0                | 0                   | 0                  | 41                 | 66                 | 88                 | 43                 | 130           | 368           |
| S19          | 2                | 0                   | 0                  | 3                  | 2                  | 6                  | 2                  | 23            | 38            |
| <b>Total</b> | <b>58</b>        | <b>89</b>           | <b>215</b>         | <b>5,027</b>       | <b>5,276</b>       | <b>7,968</b>       | <b>5,138</b>       | <b>26,476</b> | <b>50,247</b> |

Table 3. 4.3: Number of Temporary Citizen Employees by Wage Group and Sex; 2024/25

| Wage Group (TZS)  | Male          | Female        | Total         |
|-------------------|---------------|---------------|---------------|
| Under 140,000     | 195           | 858           | 1,053         |
| 140,000 -199,999  | 308           | 879           | 1,187         |
| 200,000 - 299,999 | 1,020         | 1,409         | 2,429         |
| 300,000 - 399,999 | 5,564         | 3,836         | 9,400         |
| 400,000 - 499,999 | 2,275         | 1,204         | 3,479         |
| 500,000 - 599,999 | 5,491         | 2822          | 8,313         |
| 600,000 - 699,999 | 561           | 232           | 793           |
| 700,000 +         | 1,265         | 558           | 1,823         |
| <b>Total</b>      | <b>16,679</b> | <b>11,798</b> | <b>28,477</b> |

Table 3. 5.3: Number of Temporary Citizen Employees by Wage Group, Sector and Sex; 2024/25

| Wage Group (TZS)  | Government  |            |              | Government Parastatal |            |             | Private       |               |               | Total         |               |               |
|-------------------|-------------|------------|--------------|-----------------------|------------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                   | Male        | Female     | Total        | Male                  | Female     | Total       | Male          | Female        | Total         | Male          | Female        | Total         |
| Under 140,000     | 0           | 0          | 0            | 0                     | 0          | 0           | 195           | 858           | 1,053         | 195           | 858           | 1,053         |
| 140,000 -199,999  | 0           | 0          | 0            | 0                     | 0          | 0           | 308           | 879           | 1,187         | 308           | 879           | 1,187         |
| 200,000 - 299,999 | 0           | 0          | 0            | 0                     | 0          | 0           | 1,020         | 1,409         | 2,429         | 1,020         | 1,409         | 2,429         |
| 300,000 - 399,999 | 0           | 0          | 0            | 0                     | 0          | 0           | 5,564         | 3,836         | 9,400         | 5,564         | 3,836         | 9,400         |
| 400,000 - 499,999 | 0           | 0          | 0            | 0                     | 0          | 0           | 2,275         | 1,204         | 3,479         | 2,275         | 1,204         | 3,479         |
| 500,000 - 599,999 | 955         | 849        | 1804         | 663                   | 395        | 1058        | 3,873         | 1578          | 5,451         | 5,491         | 2822          | 8,313         |
| 600,000 - 699,999 | 0           | 0          | 0            | 0                     | 0          | 0           | 561           | 232           | 793           | 561           | 232           | 793           |
| 700,000 +         | 49          | 28         | 77           | 0                     | 0          | 0           | 1,216         | 530           | 1,746         | 1,265         | 558           | 1,823         |
| <b>Total</b>      | <b>1004</b> | <b>877</b> | <b>1,881</b> | <b>663</b>            | <b>395</b> | <b>1058</b> | <b>15,012</b> | <b>10,526</b> | <b>25,538</b> | <b>16,679</b> | <b>11,798</b> | <b>28,477</b> |

Table 3. 6.3: Number of Temporary Citizen Employees by Industry and Wage Group; 2024/25

| Industry     | Under<br>140,000 | 140,000 -<br>199,999 | 200,000 -<br>299,999 | 300,000 -<br>399,999 | 400,000 -<br>499,999 | 500,000 -<br>599,999 | 600,000 -<br>699,999 | 700,000 +    | Total         |
|--------------|------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|--------------|---------------|
| A01          | 0                | 0                    | 0                    | 0                    | 4                    | 6                    | 6                    | 0            | 16            |
| B02          | 38               | 0                    | 9                    | 28                   | 1                    | 1                    | 0                    | 0            | 77            |
| C03          | 8                | 7                    | 44                   | 298                  | 251                  | 113                  | 19                   | 25           | 765           |
| E05          | 0                | 0                    | 0                    | 0                    | 0                    | 838                  | 0                    | 0            | 838           |
| F06          | 0                | 0                    | 2                    | 255                  | 125                  | 1092                 | 12                   | 80           | 1,566         |
| G07          | 12               | 9                    | 60                   | 634                  | 104                  | 64                   | 37                   | 51           | 971           |
| H08          | 2                | 0                    | 15                   | 104                  | 35                   | 651                  | 5                    | 51           | 863           |
| I09          | 52               | 129                  | 300                  | 6,137                | 2,171                | 2628                 | 485                  | 900          | 12,802        |
| J10          | 5                | 5                    | 24                   | 67                   | 25                   | 121                  | 12                   | 57           | 316           |
| K11          | 3                | 11                   | 3                    | 7                    | 11                   | 242                  | 44                   | 26           | 347           |
| L12          | 0                | 0                    | 1                    | 0                    | 1                    | 7                    | 7                    | 3            | 19            |
| M13          | 0                | 1                    | 9                    | 36                   | 19                   | 299                  | 4                    | 9            | 377           |
| N14          | 16               | 60                   | 302                  | 209                  | 63                   | 78                   | 18                   | 32           | 778           |
| O15          | 0                | 0                    | 0                    | 0                    | 0                    | 867                  | 0                    | 77           | 944           |
| P16          | 881              | 851                  | 1,572                | 1,198                | 398                  | 896                  | 114                  | 298          | 6,208         |
| Q17          | 36               | 112                  | 59                   | 334                  | 258                  | 383                  | 26                   | 173          | 1,381         |
| R18          | 0                | 2                    | 29                   | 60                   | 8                    | 22                   | 0                    | 0            | 121           |
| S19          | 0                | 0                    | 0                    | 33                   | 5                    | 5                    | 4                    | 41           | 88            |
| <b>Total</b> | <b>1,053</b>     | <b>1,187</b>         | <b>2,429</b>         | <b>9,400</b>         | <b>3,479</b>         | <b>8,313</b>         | <b>793</b>           | <b>1,823</b> | <b>28,477</b> |

Table 5.1.5: Composition of Annual Wage bill by Sector; 2024/25 (TZS Million)

| Sector                | Salary         | Free Ration   | Other Benefit  | Wage bill        |
|-----------------------|----------------|---------------|----------------|------------------|
| Government            | 400,616        | 8,131         | 399,578        | 808,325          |
| Government Parastatal | 138,821        | 1,049         | 110,440        | 250,311          |
| Private               | 206,734        | 3,904         | 13,442         | 224,080          |
| <b>Total</b>          | <b>746,171</b> | <b>13,084</b> | <b>523,461</b> | <b>1,282,716</b> |

Table 5.2.5: Composition of Annual Wage Bill by Industry and Types of Contracts; 2024/25 (TZS Million)

| Industry     | Salary         |                |               | Free Ration   | Other Benefit  | Wage bill        |
|--------------|----------------|----------------|---------------|---------------|----------------|------------------|
|              | Permanent      | Temporary      | Casual        |               |                |                  |
| A01          | 13,960         | 78             | 1,515         | 11            | 25,800         | 41,363           |
| B02          | 6              | 169            | 866           | 0             | 0              | 1,042            |
| C03          | 2,836          | 3,926          | 4,481         | 1             | 2,653          | 13,896           |
| D04          | 9,007          | 0              | 0             | 146           | 2,288          | 11,441           |
| E05          | 17,897         | 0              | 137           | 108           | 16,062         | 34,204           |
| F06          | 6,410          | 7,860          | 13,086        | 1,304         | 5,487          | 34,148           |
| G07          | 5,812          | 4,387          | 1,111         | 208           | 4,497          | 16,015           |
| H08          | 21,748         | 1,824          | 109           | 106           | 17,906         | 41,694           |
| I09          | 30,184         | 77,079         | 2,331         | 2,206         | 4,942          | 116,742          |
| J10          | 7,493          | 1,623          | 77            | 55            | 8,850          | 18,098           |
| K11          | 18,221         | 1,202          | 47            | 90            | 12,018         | 31,578           |
| L12          | 1,414          | 50             | 0             | 0             | 1,078          | 2,541            |
| M13          | 16,488         | 573            | 537           | 520           | 43,839         | 61,957           |
| N14          | 514            | 3,657          | 91            | 72            | 64             | 4,397            |
| O15          | 150,015        | 644            | 236           | 7,987         | 141,325        | 300,208          |
| P16          | 205,071        | 22,741         | 1,116         | 107           | 166,829        | 395,865          |
| Q17          | 72,773         | 7,371          | 1,815         | 12            | 66,243         | 148,213          |
| R18          | 2,791          | 438            | 86            | 147           | 3,294          | 6,757            |
| S19          | 1,416          | 711            | 140           | 3             | 287            | 2,557            |
| <b>Total</b> | <b>584,055</b> | <b>134,334</b> | <b>27,782</b> | <b>13,084</b> | <b>523,461</b> | <b>1,282,716</b> |

Table 7. 1.7: Distribution of New Employees by Sector and Sex; 2023/24 and 2024/25

| Sector                | 2024/25      |              |              | 2023/24      |              |              |
|-----------------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                       | Male         | Female       | Total        | Male         | Female       | Total        |
| Government            | 26.0         | 49.7         | 37.7         | 24.6         | 37.5         | 31.4         |
| Government Parastatal | 8.8          | 5.0          | 6.9          | 10.6         | 4            | 7.2          |
| Private               | 65.2         | 45.3         | 55.4         | 64.8         | 58.5         | 61.5         |
| <b>Total number</b>   | <b>2,038</b> | <b>1,993</b> | <b>4,031</b> | <b>1,881</b> | <b>2,054</b> | <b>3,931</b> |

Table 7. 2.7: Number of New Employees by Type of Contract and Sex; 2024/25

| Type of Contract    | Male         | Female       | Total        |
|---------------------|--------------|--------------|--------------|
| Permanent           | 660          | 940          | 1,600        |
| Specific task       | 695          | 400          | 1,095        |
| Fixed term          | 683          | 653          | 1,336        |
| <b>Total number</b> | <b>2,038</b> | <b>1,993</b> | <b>4,031</b> |



## Appendix 2: Note Code

### Industry Note Code

A01- Agriculture, forestry and fishing

B02- Mining and Quarrying

C03- Manufacturing

D04- Electricity, gas, steam and air conditioning supply

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

F06 - Construction

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

H08 -Transportation and storage

I09 - Accommodation and food services activities

J10 - Information and communication

K11 - Financial and insurance activities

L12 - Real estate activities

M13 - Professional, Scientific and technical activities

N14 - Administrative and support service activities

O15 - Public administration and defense; compulsory social security

P16 - Education

Q17 - Human health and social work activity

R18 - Art, entertainment and recreation

S19 - Other service activities

**Cadre/Occupation Note Code**

O01 - Legislators, Administrators and Managers

O02 - Professionals

O03 - Technicians and Associate Professionals

O04 - Clerks

O05 - Service Workers and Shop Sales Workers

O06 - Skilled Agricultural and Fishery Workers

O07 - Craft and Related Workers

O08 - Plant and Machine Operators and Assemblers

O09 - Elementary Occupations

### **Appendix 3: Industrial Classification**

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

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

#### **A: Agriculture, Forestry and Fishing**

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

#### **B: Mining and Quarrying**

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

#### **C: Manufacturing**

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

#### **D: Electricity, gas, steam and air conditioning supply**

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

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

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

**F: Construction**

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

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

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

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

**H: Transportation and storage**

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

**I: Accommodation and food service activities**

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

**J: Information and communication**

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

**K: Financial and insurance activities**

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

**L: Real estate activities**

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

**M: Professional, scientific and technical activities**

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

**N: Administrative and support service activities**

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

**O: Public administration and defence; compulsory social security**

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

**P: Education**

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

**Q: Human health and social work activities**

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

**R: Arts, entertainment and recreation**

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

**S: Other service activities**

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

**U: Activities of extraterritorial organizations and bodies**

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

## **Appendix 4: Persons Involved in 2024/25 FSEES**

### **Project Management Coordinator**

Salum Kassim Ali

Fahima Mohammed Issa

Abdalla Khamis Abdalla

Said Mohammed Said

### **Project Coordinator**

Sabina Raphael Daima

### **Desk Officer**

Rayyan Maalim Kassim

### **Quality Control**

Arafa Talib Yassin

Mhina Khamis Suleiman

Amina Mawazo Denge

### **Data Processing**

Hashim M. Uzia

### **Authors**

Salum Kassim Ali

Fahima Mohammed Issa

Sabina Raphael Daima

Amina Mawazo Denge

Rayyan Maalim Kassim

Arafa Talib Yassin

Mhina Khamis Suleiman

Ibrahim Makame Nyange

### Regional Supervisors

Halima Mkanga Suleiman

Rahma Said Hassan

Ibrahim Makame Nyange

Rabia Kassim Mussa

Nassoro Hamdani Salahe

Said Ali Haji

### Enumerators

Said Salehe Rashid

Issa Athuman Mbwana

Zayna Mohamed Ally

Abdulkadir Haroun Ramadhan

Nadya Mohd Omar

Ali Haji Khamis

Maryam Khatib Haji

Ismail Ali Suleiman

Safia Hussein Bakar

Mtumwa Makame Vuai

Nurdin Hassan Haji

Kauthar Jabir Mzee

Ahlam Mwalim Nassor

Harith Ally Masoud

Othman Makame Haji

Hemed Uhuru Hemed

Sharifa Mwinchande Abdallah

Ramadhan Haji Ame

Khamis Hamad Omar

Amina Bakar Juma

Maryam Mfaki Yussuf

Sleyum Maulid Abdi

Maryam Said Mohammed

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>SIRI</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|  <p><b>Jamhuri ya Muungano wa Tanzania</b><br/><b>UTAFITI WA AJIRA NA MAPATO WA MWAKA 2024/25</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <div style="border: 1px solid black; padding: 5px; float: right; width: 200px;"> Taarifa hizi zinakusanywa kwa mujibu wa sheria ya Takwimu Na. 9 ya mwaka 2007<br/> <b>TAARIFA HIZI NI ZA SIRI NA ZITATUMIKA KWA MATUMIZI YA KITAKWIMU TU.</b> </div>                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>SEHEMU A: UTAMBULISHO WA TAASISI (IDARA/BIASHARA)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p><b>1. MKOA:</b>.....</p> <p><b>2. WILAYA:</b>.....</p> <p><b>3. KATA / SHEHIA:</b>.....</p> <p><b>4. KIJUJI / MTAA:</b>.....</p> <p><b>5. JINA LA TAASISI (IDARA/BIASHARA):</b>.....</p> <p><b>6. JINA LA WIZARA/KAMPUNI:</b>.....</p> <p><b>7. JINA LA MDADISI:</b>.....</p> <p><b>8. NAMBA YA SIMU YA MDADISI:</b>.....</p> <p><b>9. HALI YA TAASISI (IDARA/BIASHARA):</b></p> <p>Hakuna mabadiliko kwenye taasisi.....1</p> <p>Taasisi imebadilisha shughuli/Biashara (Taja Shughuli Mpya).....2</p> <p>Taasisi imebadilisha jina/Imeuzwa (Andika jina Jipya na Anwani).....3</p> <p>Kampuni/Taasisi imefungwa kwa muda.....4</p> <p>Kampuni/Taasisi imefungwa.....5</p> | <p style="text-align: center;"><b>GERESHO</b></p> <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> <div style="border: 1px solid black; width: 40px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 60px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 60px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 100px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="width: 60%; margin-top: 10px;"> <div style="border: 1px solid black; width: 40px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 100px; height: 20px; margin-bottom: 5px;"></div> </div> </div> <div style="width: 60%; margin-top: 10px;"> <div style="border: 1px solid black; width: 40px; height: 20px; margin-bottom: 5px;"></div> </div> |

| ISEHEMU B: TAARIFA ZA TAASISI (IDARA/BIASHARA)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |               |          |       |              |          |       |                   |          |       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|----------|-------|--------------|----------|-------|-------------------|----------|-------|
| 1. Jumla ya Wafanyakazi kwa Aina ya Mikataba, Umri na Jinsi kama ilivyokuwa tarehe 30 Juni 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                 |               |          |       |              |          |       |                   |          |       |
| Aina ya Mikataba                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Miaka 15 - 24 |          |       | Miaka 25- 35 |          |       | Miaka 36 au Zaidi |          |       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Wanaume       | Wanawake | Jumla | Wanaume      | Wanawake | Jumla | Wanaume           | Wanawake | Jumla |
| Mkataba wa Kudumu                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |               |          |       |              |          |       |                   |          |       |
| Mkataba wa Muda/Kazi Maalum                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |               |          |       |              |          |       |                   |          |       |
| Vibarua                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |          |       |              |          |       |                   |          |       |
| <b>Jumla</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |               |          |       |              |          |       |                   |          |       |
| 2. Taja Idadi ya Wafanyakazi Walioajiriwa kwenye Miradi ya Serikali ya kimkakati/Maendeleo kuanzia Julai, 2024 hadi Juni, 2025                                                                                                                                                                                                                                                                                                                                                                                                                  |               |          |       |              |          |       |                   |          |       |
| Wanaume                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |          |       |              |          |       |                   |          |       |
| Wanawake                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |               |          |       |              |          |       |                   |          |       |
| <b>Jumla</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |               |          |       |              |          |       |                   |          |       |
| 3. Hali ya Ulemavu kwenye Taasisi (Idara/Biashara) kwa Aina ya Mikataba, Umri na Jinsi kama ilivyokuwa tarehe 30 Juni 2025                                                                                                                                                                                                                                                                                                                                                                                                                      |               |          |       |              |          |       |                   |          |       |
| Aina ya Mikataba                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Miaka 15 - 24 |          |       | Miaka 25- 35 |          |       | Miaka 36 au Zaidi |          |       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Wanaume       | Wanawake | Jumla | Wanaume      | Wanawake | Jumla | Wanaume           | Wanawake | Jumla |
| Mkataba wa Kudumu                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |               |          |       |              |          |       |                   |          |       |
| Mkataba wa Muda/Kazi Maalum                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |               |          |       |              |          |       |                   |          |       |
| Vibarua                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |          |       |              |          |       |                   |          |       |
| <b>Jumla</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |               |          |       |              |          |       |                   |          |       |
| 4. Taja saa za kazi ambazo kwa kawaida wafanyakazi hufanya kazi katika taasisi (Idara/Biashara) yako kwa wiki                                                                                                                                                                                                                                                                                                                                                                                                                                   |               |          |       |              |          |       |                   |          |       |
| <div style="display: flex; justify-content: space-between;"> <div>5. Ukubwa wa Taasisi (Idara/Biashara) kwa Idadi ya Wafanyakazi</div> <div> <input type="text"/> <input type="text"/> </div> </div> <div> 1 - 4 .....1<br/> 5 - 9 .....2<br/> 10 - 49 .....3<br/> 50+ .....4 </div> <div style="margin-left: 200px;"> <input type="text"/> </div>                                                                                                                                                                                              |               |          |       |              |          |       |                   |          |       |
| 6. Aina ya Umliki wa Taasisi (Idara/Biashara)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |               |          |       |              |          |       |                   |          |       |
| <div style="display: flex; justify-content: space-between;"> <div> Serikali Kuu .....1<br/> Serikali za Mitaa .....2<br/> Shirika/Mamlaka za Umma .....3<br/> Ubia: Serikali na Kampuni binafsi .....4<br/> Ubia: Kampuni binafsi na Kampuni binafsi .....5<br/> Binafsi Raia (Tanzania) .....6<br/> Binafsi Wasio Raia (nje ya Tanzania) .....7<br/> Taasisi zisizo za Serikali (NGO's) .....8<br/> Vyama vya ushirika .....9<br/> Shirika la Kimataifa .....10<br/> Shirika la Kidini .....11 </div> <div> <input type="text"/> </div> </div> |               |          |       |              |          |       |                   |          |       |
| 7. AINA YA KAZI/SHUGHULI INAYOFANYWA NA TAASISI (IDARA/BIASHARA)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |               |          |       |              |          |       |                   |          |       |
| 7.1: Taja SHUGHULI KUU ya Uzalishaji au Huduma inayotolewa na Taasisi (Idara/Biashara) (ANDIKA KWA UKAMILIFU)                                                                                                                                                                                                                                                                                                                                                                                                                                   |               |          |       |              |          |       |                   |          |       |
| <div style="display: flex; justify-content: space-between;"> <div></div> <div>Geresho la ISIC</div> </div> <div style="display: flex; justify-content: space-between;"> <div></div> <div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> </div>                                                                                                                                                                                                                                                     |               |          |       |              |          |       |                   |          |       |
| 7.2: Taja SHUGHULI NYINGINE ya Uzalishaji au Huduma inayotolewa na Taasisi (Idara/Biashara) - (ANDIKA KWA UKAMILIFU)                                                                                                                                                                                                                                                                                                                                                                                                                            |               |          |       |              |          |       |                   |          |       |
| <div style="display: flex; justify-content: space-between;"> <div></div> <div>Geresho la ISIC</div> </div> <div style="display: flex; justify-content: space-between;"> <div></div> <div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> </div>                                                                                                                                                                                                                                                     |               |          |       |              |          |       |                   |          |       |
| 8. Jaza namba ya utambulisho wa mlipa ya kodi (TIN number) <input type="text"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |               |          |       |              |          |       |                   |          |       |
| 9. Jaza kiasi cha mauzo/mapato yaliyotokana na biashara katika Taasisi/Kampuni/Shughuli zako kwa kipindi cha Julai 2024 hadi Juni 2025: Tsh. ....                                                                                                                                                                                                                                                                                                                                                                                               |               |          |       |              |          |       |                   |          |       |

| SEHEMU C: IDADI YA WAFANYAKAZI NA MAPATO KAMA ILIVYOKUWA TAREHE 30, JUNI 2025 |                                                                                         |     |                                  |  |                                     |
|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----|----------------------------------|--|-------------------------------------|
| C1: WAFANYAKAZI WA MKATABA WA KUDUMU                                          |                                                                                         |     |                                  |  |                                     |
| (i) Raia wa Tanzania                                                          |                                                                                         |     |                                  |  |                                     |
| Jinsi                                                                         | Idadi ya Wafanyakazi wa Mkataba wa Kudumu kama ilivyokuwa tarehe 30 Juni 2025           |     | Mapato ya Mwezi Juni 2025 (Tshs) |  | Mishahara ya Mwezi Juni 2025 (Tshs) |
| (a)                                                                           |                                                                                         | (b) | (c)                              |  | (d)                                 |
| Wanaume                                                                       | 01                                                                                      |     | 02                               |  | 03                                  |
| Wanawake                                                                      | 04                                                                                      |     | 05                               |  | 06                                  |
| Jumla                                                                         | 07                                                                                      |     | 08                               |  | 09                                  |
| (ii) Wasio Raia wa Tanzania                                                   |                                                                                         |     |                                  |  |                                     |
| Jinsi                                                                         | Idadi ya Wafanyakazi wa Mkataba wa Kudumu kama ilivyokuwa tarehe 30 June 2025           |     | Mapato ya Mwezi Juni 2025 (Tshs) |  | Mishahara ya Mwezi Juni 2025 (Tshs) |
| (a)                                                                           |                                                                                         | (b) | (c)                              |  | (d)                                 |
| Wanaume                                                                       | 10                                                                                      |     | 11                               |  | 12                                  |
| Wanawake                                                                      | 13                                                                                      |     | 14                               |  | 15                                  |
| Jumla                                                                         | 16                                                                                      |     | 17                               |  | 18                                  |
| C2: WAFANYAKAZI WA MKATABA WA MUDA/KAZI MAALUM                                |                                                                                         |     |                                  |  |                                     |
| (i) Raia wa Tanzania                                                          |                                                                                         |     |                                  |  |                                     |
| Jinsi                                                                         | Idadi ya Wafanyakazi wa Mkataba wa Muda/Kazi Maalum kama ilivyokuwa tarehe 30 June 2025 |     | Mapato ya Mwezi Juni 2025 (Tshs) |  | Mishahara ya Mwezi Juni 2025 (Tshs) |
| (a)                                                                           |                                                                                         | (b) | (c)                              |  | (d)                                 |
| Wanaume                                                                       | 01                                                                                      |     | 02                               |  | 03                                  |
| Wanawake                                                                      | 04                                                                                      |     | 05                               |  | 06                                  |
| Jumla                                                                         | 07                                                                                      |     | 08                               |  | 09                                  |
| (ii) Wasio Raia wa Tanzania                                                   |                                                                                         |     |                                  |  |                                     |
| Jinsi                                                                         | Idadi ya Wafanyakazi wa Mkataba wa Muda/Kazi Maalum kama ilivyokuwa tarehe 30 June 2025 |     | Mapato ya Mwezi Juni 2025 (Tshs) |  | Mishahara ya Mwezi Juni 2025 (Tshs) |
| (a)                                                                           |                                                                                         | (b) | (c)                              |  | (d)                                 |
| Wanaume                                                                       | 10                                                                                      |     | 11                               |  | 12                                  |
| Wanawake                                                                      | 13                                                                                      |     | 14                               |  | 15                                  |
| Jumla                                                                         | 16                                                                                      |     | 17                               |  | 18                                  |

**SEHEMU D: MAKUNDI YA MISHAHARA KWA RAIA WA TANZANIA**
**(i) Wafanyakazi wa Mkataba wa Kudumu**

| Makundi ya Mishahara     | Wanaume   |  | Wanawake  |  | Jumla     |  |
|--------------------------|-----------|--|-----------|--|-----------|--|
| Chini ya 140,000/=       | 01        |  | 02        |  | 03        |  |
| 140,000/= hadi 199,999/= | 04        |  | 05        |  | 06        |  |
| 200,000/= hadi 299,999/= | 07        |  | 08        |  | 09        |  |
| 300,000/= hadi 399,999/= | 10        |  | 11        |  | 12        |  |
| 400,000/= hadi 499,999/= | 13        |  | 14        |  | 15        |  |
| 500,000/= hadi 599,999/= | 16        |  | 17        |  | 18        |  |
| 600,000/= hadi 699,999/= | 19        |  | 20        |  | 21        |  |
| 700,000/= na Zaidi       | 22        |  | 23        |  | 24        |  |
| <b>JUMLA</b>             | <b>25</b> |  | <b>26</b> |  | <b>27</b> |  |

**(ii) Wafanyakazi wa Mkataba wa Muda/Kazi Maalum**

| Makundi ya Mishahara     | Wanaume   |  | Wanawake  |  | Jumla     |  |
|--------------------------|-----------|--|-----------|--|-----------|--|
| Chini ya 140,000/=       | 28        |  | 29        |  | 30        |  |
| 140,000/= hadi 199,999/= | 31        |  | 32        |  | 33        |  |
| 200,000/= hadi 299,999/= | 34        |  | 35        |  | 36        |  |
| 300,000/= hadi 399,999/= | 37        |  | 38        |  | 39        |  |
| 400,000/= hadi 499,999/= | 40        |  | 41        |  | 42        |  |
| 500,000/= hadi 599,999/= | 43        |  | 44        |  | 45        |  |
| 600,000/= hadi 699,999/= | 46        |  | 47        |  | 48        |  |
| 700,000/= na Zaidi       | 49        |  | 50        |  | 51        |  |
| <b>JUMLA</b>             | <b>52</b> |  | <b>53</b> |  | <b>54</b> |  |

| SEHEMU E: MGAWANYO WA WAFANYAKAZI KWA KADA ZAO WANAZOFANYIA KAZI                                                                         |                  |         |          |          |                        |  |          |  |  |
|------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------|----------|----------|------------------------|--|----------|--|--|
| (i) Wafanyakazi wa Mkataba wa kudumu                                                                                                     |                  |         |          |          |                        |  |          |  |  |
| Kada                                                                                                                                     | Uraia            |         |          |          |                        |  |          |  |  |
|                                                                                                                                          | Raia wa Tanzania |         |          |          | Wasio raia wa Tanzania |  |          |  |  |
|                                                                                                                                          | Wanaume          |         | Wanawake |          | Wanaume                |  | Wanawake |  |  |
| Wabunge, watawala na mameneja                                                                                                            | 01               |         | 11       |          | 21                     |  | 31       |  |  |
| Wataalamu                                                                                                                                | 02               |         | 12       |          | 22                     |  | 32       |  |  |
| Mafundi na wataalamu wasaidizi                                                                                                           | 03               |         | 13       |          | 23                     |  | 33       |  |  |
| Makarani                                                                                                                                 | 04               |         | 14       |          | 24                     |  | 34       |  |  |
| Wafanyakazi wa huduma na wauza maduka                                                                                                    | 05               |         | 15       |          | 25                     |  | 35       |  |  |
| Wafanyakazi wenye ujuzi wa kilimo na uvuvi                                                                                               | 06               |         | 16       |          | 26                     |  | 36       |  |  |
| Wafanyakazi wanaofanya kazi za mikono                                                                                                    | 07               |         | 17       |          | 27                     |  | 37       |  |  |
| Wafanyakazi wanaoendesha na kuunganisha mitambo                                                                                          | 08               |         | 18       |          | 28                     |  | 38       |  |  |
| Kazi ndogo ndogo                                                                                                                         | 09               |         | 19       |          | 29                     |  | 39       |  |  |
| <b>Jumla</b>                                                                                                                             | 10               |         | 20       |          | 30                     |  | 40       |  |  |
| <b>ANGALIZO:</b> Jumla ilingane na idadi ya wafanyakazi waliojazwa katika jedwali Sehemu C kifungu (i)                                   |                  |         |          |          |                        |  |          |  |  |
|                                                                                                                                          |                  |         |          |          |                        |  |          |  |  |
| (ia) Kati ya wafanyakazi wote wa Mkataba wa Kudumu wa Kada ya wabunge, watawala na mameneja, ni wangapi wako katika kila Kundi dogo?     |                  |         |          |          |                        |  |          |  |  |
| Jina la kundi dogo                                                                                                                       |                  |         |          |          |                        |  |          |  |  |
|                                                                                                                                          | 01               |         | 04       |          |                        |  |          |  |  |
|                                                                                                                                          | 02               |         | 05       |          |                        |  |          |  |  |
|                                                                                                                                          | 03               |         | 06       |          |                        |  |          |  |  |
|                                                                                                                                          |                  |         |          |          |                        |  |          |  |  |
| (ii) Wafanyakazi wa Mkataba wa Muda/Kazi Maalum                                                                                          |                  |         |          |          |                        |  |          |  |  |
| Kada                                                                                                                                     | Uraia            |         |          |          |                        |  |          |  |  |
|                                                                                                                                          | Raia wa Tanzania |         |          |          | Wasio raia wa Tanzania |  |          |  |  |
|                                                                                                                                          | Wanaume          |         | Wanawake |          | Wanaume                |  | Wanawake |  |  |
| Wabunge, watawala na mameneja                                                                                                            | 41               |         | 51       |          | 61                     |  | 71       |  |  |
| Wataalamu                                                                                                                                | 42               |         | 52       |          | 62                     |  | 72       |  |  |
| Mafundi na wataalamu wasaidizi                                                                                                           | 43               |         | 53       |          | 63                     |  | 73       |  |  |
| Makarani                                                                                                                                 | 44               |         | 54       |          | 64                     |  | 74       |  |  |
| Wafanyakazi wa huduma na wauza maduka                                                                                                    | 45               |         | 55       |          | 65                     |  | 75       |  |  |
| Wafanyakazi wenye ujuzi wa kilimo na uvuvi                                                                                               | 46               |         | 56       |          | 66                     |  | 76       |  |  |
| Wafanyakazi wanaofanya kazi za mikono                                                                                                    | 47               |         | 57       |          | 67                     |  | 77       |  |  |
| Wafanyakazi wanaoendesha na kuunganisha mitambo                                                                                          | 48               |         | 58       |          | 68                     |  | 78       |  |  |
| Kazi ndogo ndogo                                                                                                                         | 49               |         | 59       |          | 69                     |  | 79       |  |  |
| <b>Jumla</b>                                                                                                                             | 50               |         | 60       |          | 70                     |  | 80       |  |  |
| <b>ANGALIZO:</b> Jumla ilingane na idadi ya wafanyakazi waliojazwa katika jedwali Sehemu C kifungu (ii)                                  |                  |         |          |          |                        |  |          |  |  |
| (iii) Tafadhali orodhesha aina za ujuzi unaohitajika katika taasisi hii, _____                                                           |                  |         |          |          |                        |  |          |  |  |
| (iia) Kati ya wafanyakazi wote wa Mkataba wa Muda/Kazi wa Kada ya wabunge, watawala na mameneja, ni wangapi wako katika kila Kundi dogo? |                  |         |          |          |                        |  |          |  |  |
| Jina la kundi dogo                                                                                                                       |                  | Wanaume |          | Wanawake |                        |  |          |  |  |
|                                                                                                                                          | 01               |         | 04       |          |                        |  |          |  |  |
|                                                                                                                                          | 02               |         | 05       |          |                        |  |          |  |  |
|                                                                                                                                          | 03               |         | 06       |          |                        |  |          |  |  |
|                                                                                                                                          |                  |         |          |          |                        |  |          |  |  |

| SEHAMU F: WAFANYAKAZI WA KUTWA (VIBARUA) |                                                      |     |                                                    |     |                            |     |                                       |
|------------------------------------------|------------------------------------------------------|-----|----------------------------------------------------|-----|----------------------------|-----|---------------------------------------|
| Jinsi                                    | Idadi ya Vibarua kama ilivyokuwa tarehe 30 Juni 2025 |     | Jumla ya Siku Walizofanya kazi kwa Mwezi Juni 2025 |     | Mapato kwa Mwezi Juni 2025 |     | Wastani wa Mapato kwa Mwezi Juni 2025 |
| (a)                                      |                                                      | (b) |                                                    | (c) |                            | (d) | (e) = (d)/(b)                         |
| Wanaume                                  | 01                                                   |     | 02                                                 |     | 03                         |     | 04                                    |
| Wanawake                                 | 05                                                   |     | 06                                                 |     | 07                         |     | 08                                    |
| <b>Jumla</b>                             | <b>09</b>                                            |     | <b>10</b>                                          |     | <b>11</b>                  |     | <b>12</b>                             |

| SEHEMU G: MALIPO MENGINE KWA WAFANYAKAZI KWA KIPINDI CHA JULAI 2024 HADI JUNI 2025. (TZS) |                                  |  |                                            |  |                                |  |
|-------------------------------------------------------------------------------------------|----------------------------------|--|--------------------------------------------|--|--------------------------------|--|
| Aina ya Malipo                                                                            | Wafanyakazi wa Mkataba wa Kudumu |  | Wafanyakazi wa Mkataba wa Muda/Kazi Maalum |  | Wafanyakazi wa Kutwa (Vibarua) |  |
|                                                                                           | Fedha zilizolipwa (TZS)          |  | Fedha zilizolipwa (TZS)                    |  | Fedha zilizolipwa (TZS)        |  |
| (a) Posho ya Chakula na Viburudisho                                                       | 01                               |  | 02                                         |  | 03                             |  |
| (b) Posho ya Likizo                                                                       | 04                               |  | 05                                         |  | 06                             |  |
| (c) Posho ya Nyumba                                                                       | 07                               |  | 08                                         |  | 09                             |  |
| (d) Posho ya Usafiri                                                                      | 10                               |  | 11                                         |  | 12                             |  |
| (e) Hifadhi za Jamii (ZSSF, NSSF na PSSSF)                                                | 13                               |  | 14                                         |  | 15                             |  |
| (f) Malipo ya Nje ya Muda wa Kazi (O.T)                                                   | 16                               |  | 17                                         |  | 18                             |  |
| (g) Sare za Wafanyakazi                                                                   | 19                               |  | 20                                         |  | 21                             |  |
| (h) Posho ya Kushika Wadhifa/Madaraka                                                     | 22                               |  | 23                                         |  | 24                             |  |
| (i) Posho ya Mazingira Hatarishi                                                          | 25                               |  | 26                                         |  | 27                             |  |
| (j) Posho ya Matibabu                                                                     | 28                               |  | 29                                         |  | 30                             |  |
| (k) Posho ya Mawasiliano                                                                  | 31                               |  | 32                                         |  | 33                             |  |
| (l) Posho ya Umeme                                                                        | 34                               |  | 35                                         |  | 36                             |  |
| (m) Malipo Mengineyo eleza.....                                                           | 37                               |  | 38                                         |  | 39                             |  |

| SEHEMU H: AJALI NA MAGONJWA YATOKANAYO NA KAZI                                                                  |                               |          |                                            |          |                              |          |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------|----------|--------------------------------------------|----------|------------------------------|----------|
| (i) Ajali Walizopata au Magonjwa Waliyopata Wafanyakazi Wakiwa Kazini Kwa Kipindi cha Julai 2024 hadi Juni 2025 |                               |          |                                            |          |                              |          |
| Aina ya Taarifa/Kiashiria                                                                                       | Wafanyakazi wa Mkataba Kudumu |          | Wafanyakazi wa Mkataba wa Muda/Kazi Maalum |          | Wafanyakazi wa Kutwa/Vibarua |          |
|                                                                                                                 | Wanaume                       | Wanawake | Wanaume                                    | Wanawake | Wanaume                      | Wanawake |
| (a) Idadi ya wafanyakazi waliopata ajali na kujeruhiwa kutokana na kazi wanazofanya                             |                               |          |                                            |          |                              |          |
| (b) Idadi ya wafanyakazi waliopata ugonjwa kutokana na kazi wanazofanya                                         |                               |          |                                            |          |                              |          |
| (c) Idadi ya wafanyakazi waliofariki kutokana na ajali na kujeruhiwa kutokana na kazi wanazofanya               |                               |          |                                            |          |                              |          |
| (d) Idadi ya wafanyakazi waliofariki kwa ugonjwa kutokana na kazi wanazofanya                                   |                               |          |                                            |          |                              |          |
| (e) Idadi ya wafanyakazi waliolipwa fidia kutokana na ajali au ugonjwa kutokana na kazi wanazofanya             |                               |          |                                            |          |                              |          |
|                                                                                                                 |                               |          |                                            |          |                              |          |

| SEHEMU I: WAFANYAKAZI WAPYA WALIOAJIRIWA KWA KIPINDI CHA KUANZIA MWEZI JULAI, 2024 HADI MWEZI JUNI, 2025 |                                                                    |                                                                                                                                                                                                                                                                                                                      |                                                                                        |                                              |                                                                                                                                                   |                                                                                         |                                                                                         |                                                                                                                           |                                   |                                   |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------------------------------|
| 1. Aina ya Kazi<br>(ANDIKA KWA UKAMILIFU)<br>Mfano: Mhasibu; walimu wa Sekondari.<br>n.k                 | (GERESHO LA TASCO)                                                 | 2. Kiwango cha Juu cha Elimu<br>Shahada ya Uzamivu (PHD).....1<br>Shahada ya Uzamili (Master).....2<br>Shahada ya Kwanza/Stashahada ya Juu...3<br>Stashahada (Diploma).....4<br>Cheti (Certificate).....5<br>Amali/Ufundi Stadi.....6<br>Elimu ya Sekondari.....7<br>Elimu ya Mwingi.....8<br>Hana Elimu Rasmi.....9 | 3. Fani/Taaluma<br>(ANDIKA KWA UKAMILIFU)<br>Mfano: Ualimu Sekondari; Upishi; Uhasibu. | (GERESHO LA FANI/TAALUMA)                    | 4. Uraia<br>Tanzania .....1<br>Kenya.....2<br>Uganda.....3<br>Burundi.....4<br>Rwanda.....5<br>Sudani Kusini.....6<br>DRC.....7<br>Nyingine.....8 | 5. Sababu ya kuajiri<br>Nafasi Mpya.....1<br>Kujaza nafasi wazi.....2<br>Nyingine.....3 | 6. Aina ya Mkataba wa Kazi<br>Wa Kudumu.....1<br>Kazi Maalum.....2<br>Muda Maalum.....3 | 7. Kiwango cha Mshahara wa kwanza kabla ya makato (TZS)                                                                   | 8. Idadi ya wafanyakazi           |                                   |
|                                                                                                          |                                                                    |                                                                                                                                                                                                                                                                                                                      |                                                                                        |                                              |                                                                                                                                                   |                                                                                         |                                                                                         |                                                                                                                           | M'me                              | M'ke                              |
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| SEHEMU J: NAFASI ZA KAZI AMBAZO ZIKO WAZI KWA SASA (TAREHE 30 JUNI 2025)                                                  |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
|---------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|--|
| 1. Aina ya Kazi iliyokuwa wazi tarehe 30 Juni, 2025<br>(ANDIKA KWA UKAMILIFU)<br><br>Mfano: Mhasibu; Mwalimu wa Sekondari | (GERESHO LA TASCO ) | 2. Idadi ya nafasi zilizo wazi | 3. Kiwango cha Juu cha Elimu Kinachohitajika<br><br>Shahada ya Uzamivu (PHD).....1<br>Shahada ya Uzamili (Master).....2<br>Shahada ya Kwanza/Stashahada ya Juu.....3<br>Stashahada (Diploma).....4<br>Cheti (Certificate).....5<br>Amali/Uundi Stadi.....6<br>Elimu ya Sekondari.....7<br>Elimu ya Msingi.....8<br>Hana Elimu Rasmi.....9 | 4. Fani/Taaluma inayohitajika<br>(ANDIKA KWA UKAMILIFU)<br><br>Mfano: Takwimu; Ualimu Sekondari; Uhasibu. | (GERESHO LA FANI/TAALUMA) | 5. Sababu ya Nafasi Kuwa Wazi<br><br>Kukosekana kwa Wataalamu Katika Soko la Ndani.....1<br>Kukosa kibali cha Kuajiri.....2<br>Bajeti/ Maji Hutoshelezi.....3<br>Kuhama/Kuacha kazi.....4<br>Kustafu/Kufa.....5<br>Natasi Mpya.....6<br>Nyingine (Taja).....7 | 6.Uzoefu unaohitajika katika kazi<br><br>Hakuna uzoefu .....1<br>Mwaka 1 - 2.....2<br>Miaka 3 - 4.....3<br>Miaka 5 na zaidi.....4. | 7. Kipaumbele kwa Jinsi<br><br>Mwanamme .....1<br>Mwanamke .....2<br>Yoyote.....3 |  |
| 1                                                                                                                         |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
| 2                                                                                                                         |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
| 3                                                                                                                         |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
| 4                                                                                                                         |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
| 5                                                                                                                         |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
| 6                                                                                                                         |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
| 7                                                                                                                         |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
| 8                                                                                                                         |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
| 9                                                                                                                         |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |
| 10                                                                                                                        |                     |                                |                                                                                                                                                                                                                                                                                                                                           |                                                                                                           |                           |                                                                                                                                                                                                                                                               |                                                                                                                                    |                                                                                   |  |

| K: MAKISIO YA NAFASI ZA KAZI KWA MIAKA MITATU IJAYO |  |  |                  |  |  |  |                         |  |         |  |         |  |
|-----------------------------------------------------|--|--|------------------|--|--|--|-------------------------|--|---------|--|---------|--|
| 1. Aina ya Kazi                                     |  |  | GERESHO LA TASCO |  |  |  | 2. Idadi ya Wafanyakazi |  |         |  |         |  |
| (ANDIKA KWA UKAMILIFU)                              |  |  |                  |  |  |  | 2025/26                 |  | 2026/27 |  | 2027/28 |  |
| Mfano: Mhasibu; Mwalimu wa Sekondari                |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 01                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 02                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 03                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 04                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 05                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 06                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 07                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 08                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 09                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |
| 10                                                  |  |  |                  |  |  |  |                         |  |         |  |         |  |

| SEHEMU L: WAFANYAKAZI WALIOONDOKA KAZINI (kuanzia 01 Julai 2024 hadi 30 Juni 2025) |         |  |          |  |
|------------------------------------------------------------------------------------|---------|--|----------|--|
|                                                                                    |         |  |          |  |
| Wafanyakazi                                                                        | Wanaume |  | Wanawake |  |
| (a) Idadi ya Wafanyakazi waliostaafu                                               | 01      |  | 08       |  |
| (b) Idadi ya Wafanyakazi waliofukuzwa                                              | 02      |  | 09       |  |
| (c) Walioacha                                                                      | 03      |  | 10       |  |
| (d) Idadi ya Wafanyakazi waliofariki dunia                                         | 04      |  | 11       |  |
| (e) Idadi ya Wafanyakazi waliohama/Hamishwa                                        | 05      |  | 12       |  |
| (f) Kuisha kwa Muda wa Mkataba                                                     | 06      |  | 13       |  |
| (g) Sababu Nyingine (Taja)                                                         | 07      |  | 14       |  |

