

Tanzania - Formal Sector Employment and Earnings Survey 2015/2016

The Office of Chief Government Statistician

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Identification

SURVEY ID NUMBER
TZA-2015-FSEES-v01-M

TITLE
Formal Sector Employment and Earnings Survey 2015/2016

COUNTRY

Name	Country code
Zanzibar, Tanzania	TZA

STUDY TYPE
Enterprise Survey [en/oth]

SERIES INFORMATION

The Formal Sector Employment and Earnings Survey (FSEES) reports are series of annual publications produced by Office of the Chief Government Statistician (OCGS).

ABSTRACT

Formal Employment and Earnings is an annual survey conducted by the Office of the Chief Government Statistician, Labour Statistics Unit under Social Statistics Section. The main objective of the survey is to provide information on employment and earnings to be used for planning, policy formulation, and in decision-making processes. The specific objectives were to obtain the total number of employees of formal establishments from both government and private sectors, to obtain information about salaries paid to employees and wage bills used for employees. The survey collects information on employees, such as total number, sex, citizenship, employment term, earnings, allowances and other benefit paid to employees. This report illustrates the methods and findings of the survey. It consists of five chapters, namely: concept, Definition and Survey Methodology, Employment, Wage rate, Cash earnings and Wage bill.

Employment

The employed persons in formal sectors were 54,302 out of whom 30,518 (56.2 percent) were males and 23,784 (43.8 percent) were females. Out of total employment, 59.0 percent were engaged in Government sector, 31.3 percent in Private sector and 9.7 percent in Parastatals. Classification by terms of employment reported that 74.1 percent (40,237 employees) were regular employees. Contractual and casual employees comprised 20.9 percent (11,328 employees) and 5.0 percent (2,737 employees) respectively. Non-citizen employees account for only 1.1 percent of total employment. Employment by industry shows that about 28.8 percent of employees were engaged in Education sector while 19.4 percent were in Public administration. The industry with the least number of employees was real estate which has 0.1 percent of total employment.

Wage Rate

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

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

Cash Earnings

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

Annual Wage Bill

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

KIND OF DATA

Administrative records data [adm]

UNIT OF ANALYSIS

Establishments

Version

VERSION DESCRIPTION

v2.1: Edited, anonymous dataset for public distribution.

VERSION DATE

2016-12

Scope

NOTES

The survey covers only formal sector employment categorized by industry in accordance with the International Standard of Industrial Classification (ISIC) Revision 4 of the standard definitions and classification. The survey also uses TASCO codes revised from ISCO 1988 in classifying employees by occupation. The scope of FSEES includes:

SECTION A: Identification

SECTION B: Description of Business

SECTION C: Employment and earnings as at 30 June 2015

SECTION D: Wage rate (shs per month)

SECTION E: (i): The Distribution of Permanent Employees according to their experiences, (ii)The Distribution of Temporary Employees in Contract Basis according to their Experiences and Casual Workers

SECTION F: Benefits; Includes other benefits who are paid employees from July 2014 to June 2015

SECTION G: Number of New Workers Employed During the Last 12 Months

SECTION H: Current Job Vacancies For The Last 12 Months (JULY 2014 - JUNE 2015)

Coverage

GEOGRAPHIC COVERAGE

Zanzibar

UNIVERSE

All Public and Parastatal institutions as well as all registered Private establishments with five or more employees

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
The Office of Chief Government Statistician	Ministry of Finance and Planning

FUNDING AGENCY/SPONSOR

Name	Abbreviation
Revolutionary government of Zanzibar	RGoZ

Sampling

SAMPLING PROCEDURE

Not stated in the report

DEVIATIONS FROM THE SAMPLE DESIGN

Not stated in the report

RESPONSE RATE

Not stated in the report

WEIGHTING

Not stated in the report

Data Collection

DATES OF DATA COLLECTION

Start	End
2015-07-01	2016-06-30

DATA COLLECTION MODE

Mail Questionnaire [mail]

SUPERVISION

Not stated in the report

DATA COLLECTION NOTES

Not stated in the report

DATA COLLECTORS

Name	Abbreviation	Affiliation
Office of the Chief Government Statistician	OCGS	Ministry of finance and planning

Data Processing

DATA EDITING

Not stated in the report

Data Appraisal

ESTIMATES OF SAMPLING ERROR

Not stated in the report

DATA APPRAISAL

Not stated in the report

Access policy

CONTACTS

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CITATION REQUIREMENTS

"The Office of Chief Government Statistician, Household Budget Survey 2014/15 (HBS 2014/15), Version 1.1 of the public use dataset (September 2016), provided by the National Data Archive. www.ocgs.go.tz"

ACCESS AUTHORITY

Name	Affiliation	Email	URL
Chief Government Statistician	Office of the Chief Government Statistician	gs@ocgs.go.tz	www.ocgs.go.tz

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Metadata production

DDI DOCUMENT ID

DDI-TZA-2016-FSEES-v01-M-OCGS

PRODUCERS

Name	Abbreviation	Affiliation	Role
The Office the Chief Government Statistician	OCGS	Ministry of Finance and Planning	Documentation of the study

DATE OF METADATA PRODUCTION

2023-11-09

DDI DOCUMENT VERSION

Version 1.0

Data Dictionary

Data file	Cases	Variables
emp cleaned 2015-2016		
The file contain data related to:		
Identification		
Description of Business		
Employment and earnings as at 30 June 2016		
Wage rate (shs per month)	712	472
The Distribution of Permanent Employees according to the their experiences		
The Distribution of Temporary Employees in Contract Basis according to their Experiences		
Casual Workers		
Benefits; Includes other benefits who are paid employees from July 2014 to June 2015		
Number of New Workers Employed During the Last 12 Months		
Current Job Vacancies For The Last 12 Months (JULY 2014 - JUNE 2015)		