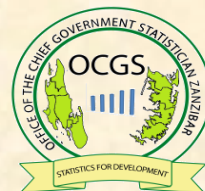




REVOLUTIONARY GOVERNMENT OF ZANZIBAR



OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

# FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2016/2017



## ANALYTICAL REPORT

## **Office of the Chief Government Statistician, Zanzibar**

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

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

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**OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN**

**MINISTRY OF FINANCE AND PLANNING ZANZIBAR**

**FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY  
REPORT, 2016/2017**

**MARCH, 2018**

## **FOREWORD**

The Formal Sector Employment and Earnings Survey (FSEES) reports are series of annual publications produced by Office of the Chief Government Statistician (OCGS). The 2016/2017 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. As for earnings, the survey captures only payments in cash or in kind paid to employees. The survey excludes all payments done for office consumption like repairing of office, fuel for office vehicles, stationeries and the like.

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

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

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

**Mayasa M. Mwinyi**  
**Chief Government Statistician,**  
**Office of the Chief Government Statistician,**  
**Zanzibar.**

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## **LIST OF ABBREVIATIONS**

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

## **EXCECUTIVE SUMMARY**

Formal Employment and Earnings is an annual survey conducted by the Office of the Chief Government Statistician, Labour Statistics Unit under Social Statistics Section. The main objective of the survey is to provide information on employment and earnings of employees to be used for planning, policy formulation, and in decision-making processes. The specific objectives were to obtain the total number of employees of formal establishments from both government and private sectors, to obtain 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 six chapters, namely: Concept, Definition and Survey Methodology, Employment, Wage rate, Cash earnings, Wage bill and New Employees.

### **Employment**

The total employment in formal sector was 56,140 out of whom 31,341 (55.8 percent) were males and 24,799 (44.2 percent) were females. Out of total employment, 55.8 percent were engaged in Government sector, 34.3 percent in Private sector and 9.9 percent in Parastatals.

Classification by terms of employment reported that 71.4 percent (40,237 employees) were regular employees. Contractual and casual employees comprised 24.4 percent (13,694 employees) and 4.2 percent (2,339 employees) respectively. Non-citizen employees account for only 1.2 percent of total employment.

The distribution of employment by industry shows that about 27.8 percent of employees were engaged in Education sector while 18.7 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 (69.2 percent) of regular citizen employees earn between 200,000 – 399,999 shillings per months. In the Government sector the majority of regular citizen employees (39.8 percent) earn between TZS 200,000 and TZS 299,999 while for parastatals the

majority (32.2 percent) earn 500,000 and above. For private sector, 56.3 percent of employees earn under TZS 200,000. The majority of both male and female regular citizen employees (35.0 and 35.1 percent) earn between TZS 200,000-299,999 per month respectively.

### **Cash Earnings**

The average monthly salary of regular employees was TZS 478,958 per month where males earn TZS 481,789 and females earn TZS 476,052 per month. The average monthly salary of Parastatal employees was observed to be TZS 670,737, the Government employees' average salary was 514,579 while for private employees it was 334,755.

### **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 73.8 percent while the percentage share of other benefits was 22.2 percent.

### **New Workers Employed**

The total number of employees employed in 2016/17 was 1,601 persons of whom 896 employees (56 percent) were males and 705 employees (44 percent) were females. Out of total new employees, 34.4 percent were employed in the Government sector, 2.4 percent in Government Parastatals and 63.3 percent in the Private sector.

## Summary of Key Indicators by Sex, 2016/17 Formal Sector Employment and Earnings Survey

Indicators	Male	Female	Total
<b>Total Employees</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>
Government	14,883	16,459	31,342
Government Parastatal	3,839	1,708	5,547
Private	12,619	6,632	19,251
<b>Youth Employees (Age 15-35)</b>	<b>13,090</b>	<b>9,980</b>	<b>23,070</b>
Government	3,501	4,686	8,187
Government Parastatal	1,009	534	1,543
Private	8,580	4,760	13,340
<b>Adult Employees (Age 36+)</b>	<b>18,251</b>	<b>14,819</b>	<b>33,070</b>
Government	11,382	11,772	23,154
Government Parastatal	2,830	1,174	4,004
Private	4,039	1,872	5,911
<b>Total Employment by Types of Contact</b>			
Regular Employees	20,854	19,253	40,107
Temporary Employees	8,906	4,788	13,694
Casual Employees	1,581	758	2,339
<b>Regular Employment by Citizenship</b>			
Citizen	30,873	24,608	55,481
Non citizen	468	191	659
<b>Distribution of Citizen Employees by Sector and Wage Rates</b>			
<b>Government</b>	<b>14131</b>	<b>16117</b>	<b>30248</b>
Below TZS 200,000	73	28	101
Between 200,000 and 499,999	10,749	13,720	24,469
TZS 500,000+	3,309	2,369	5,678
<b>Government Parastatal</b>	<b>3117</b>	<b>1296</b>	<b>4413</b>
Below TZS 200,000	409	37	446
Between 200,000 and 499,999	1,720	827	2,547
TZS 500,000+	988	432	1,420
<b>Private</b>	<b>3500</b>	<b>1785</b>	<b>5285</b>
Below TZS 200,000	1,889	1,086	2,975
Between 200,000 and 499,999	1,067	467	1,534
TZS 500,000+	544	232	776
<b>Average Monthly Earning of Regular Employees by Sector</b>	<b>481789</b>	<b>476052</b>	<b>478958</b>
Government	534,104	500,446	514,579
Government Parastatal	657,056	698,975	670,737
Private	345,635	314,311	334,755
<b>Employees with disability</b>	<b>108</b>	<b>79</b>	<b>187</b>
Permanent disable	80	65	145
Temporary disable	28	14	42
<b>Total New Employees</b>	<b>896</b>	<b>705</b>	<b>1,601</b>
Government	257	293	550
Government Parastatal	22	16	38
Private	617	396	1,013

# CHAPTER ONE: CONCEPT, DEFINITION AND SURVEY METHODOLOGY

## 1.0 Introduction

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

### 1.1 Objective of the Survey

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

The specific objectives were to obtain: -

- Total number of employment in the formal sector
- Status of employment in the formal sector
- Total Earnings for employees in the formal sector
- Total wage-bill spend for employees
- Total number of new workers employed

### 1.2 The Scope

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

## 1.3 Concepts and Definitions

### 1.3.1 Employee/Worker

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

### 1.3.2 Regular Employee

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

### **1.3.3 Casual Workers**

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

### **1.3.4 Wage Rate**

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

### **1.3.5 Cash Earnings**

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

### **1.3.6 Annual Wage-Bill**

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

### **1.3.7 Free Ration**

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

### **1.3.8 Housing Allowance**

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

### **1.3.9 Paid Leave Allowance**

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

#### **1.3.10 Social Security Fund**

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

#### **1.3.11 Government Sector**

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

#### **1.3.12 Parastatals Sector**

The term Parastatals Sector includes autonomous Government Institutions.

#### **1.3.13 Private Sector**

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

### **1.4 Methodology**

The Formal Sector Employment and Earnings Survey was conducted in 2016/2017 by the Office of the Chief Government Statistician. The survey based on formal establishments and data was collected from Government institutions, Government Parastatals and formal private establishments. In this survey, establishment is the unit which is a legal economic entity engaging itself in any kind of economic activity at a fixed location.

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

# CHAPTER TWO: EMPLOYMENT

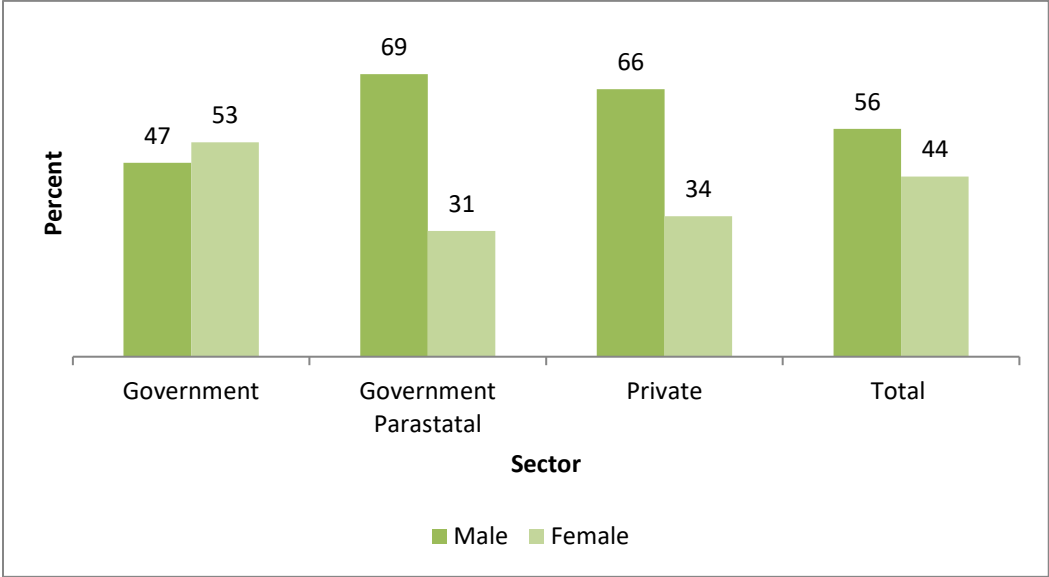
## 2.0 Introduction

This chapter presents total employment as at June, 2017 which shows the analysis of employees by sex, sector and industry. It also looks at the type of employment an employee has and their citizenship. It shows number of employees with disability.

## 2.1 Employment by Sector

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

**Figure 2. 1: Percentage of Total Employment by Sector and Sex; 2016/17**



The results from Table 2.1 revealed that, almost 55.8 percent of total employees were male employees while 44.2 percent were female employees. Government Parastatals and Private sectors had more variation between the two sexes. Therefore, the proportion of male employees was almost double compared with the proportion of female employees while in Government sector there was less discrepancy where the proportion of males (48 percent) and females (53 percent) were almost the same.

**Table 2. 1: Percentage of Total Employment by Sector and Sex; 2016/17**

Sector	Male	Female	Total
Government	47.5	52.5	100
Government Parastatal	69.2	30.8	100
Private	65.5	34.5	100
<b>Total</b>	<b>55.8</b>	<b>44.2</b>	<b>100</b>
<b>Total Number</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

The result shows that, the total employment in 2016/17 was 56,140 persons of which 55.8 percent were employed in the Government sector, 9.9 percent in Government Parastatals and 34.3 percent in the Private sector.

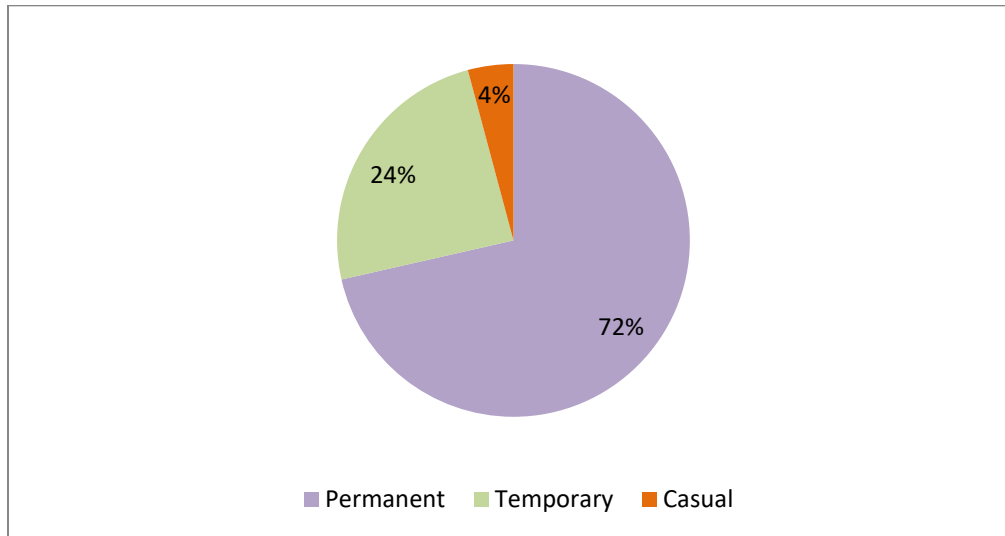
When looking at sex distribution, out of 31,341 male employees, the Government sector had more male employees (47.5 percent) than the other two sectors. On the other hand, about 66.4 percent of female employees were employed in the Government sector followed by those employed in the private sector (26.7 percent), Table 2.2.

**Table 2. 2: Percentage of Total Employment by Sector and Sex; 2016/17**

Sector	Male	Female	Total
Government	47.5	66.4	55.8
Government Parastatal	12.2	6.9	9.9
Private	40.3	26.7	34.3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Total Number</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

The analysis from the findings depicts that, about three quarters (72 percent) of total employees have permanent contracts and less than ten percent (4 percent) were casually employed, Figure 2.2.

**Figure 2. 2: Percentage of Total Employment by Types of Contract; 2016/17**



The government sector has more permanent workers compared with the remaining sectors whereby almost eight in every ten permanent employees (75.4 percent) were employed by the Government sector. Private sector has more workers with temporary (87.2 percent) and casual (79.9 percent) contract than other two remaining sectors.

In all three types of contract, the Government sector employed more permanent male employees (67.8 percent) while more male employees with temporary employment (86.9 percent) and casual (80.5 percent) contracts were employed in the private sector.

Most females who worked as casual employees were employed in the private sector (78.5 percent) followed by the Government Parastatal sector which accounted for 21.5 percent. On the other hand, females employed temporarily were of a greater number in the private sector (87.7 percent). Females who were permanently employed were more common in the Government sector (83.7 percent) compared to other sectors, Table 2.3.

**Table 2. 3: Percentage of Total Employment by Sector, Types of Contract and Sex; 2016/17**

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	67.8	83.7	75.4	8.5	7.1	8.0	0	0	0	47.5	66.4	55.8
Government Parastatal	14.9	6.7	11.0	4.6	5.2	4.8	19.5	21.5	20.1	12.2	6.9	9.9
Private	17.3	9.6	13.6	86.9	87.7	87.2	80.5	78.5	79.9	40.3	26.7	34.3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Total Number</b>	<b>20,854</b>	<b>19,253</b>	<b>40,107</b>	<b>8,906</b>	<b>4,788</b>	<b>13,694</b>	<b>1,581</b>	<b>758</b>	<b>2,339</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

The government sector has more skilled workers compared with the remaining sectors (15,455 employees) of whom most of them were female employees (9,518 employees).

Private sector has more male leaders employees (1,163 employees) compared with female leader (464 employees).

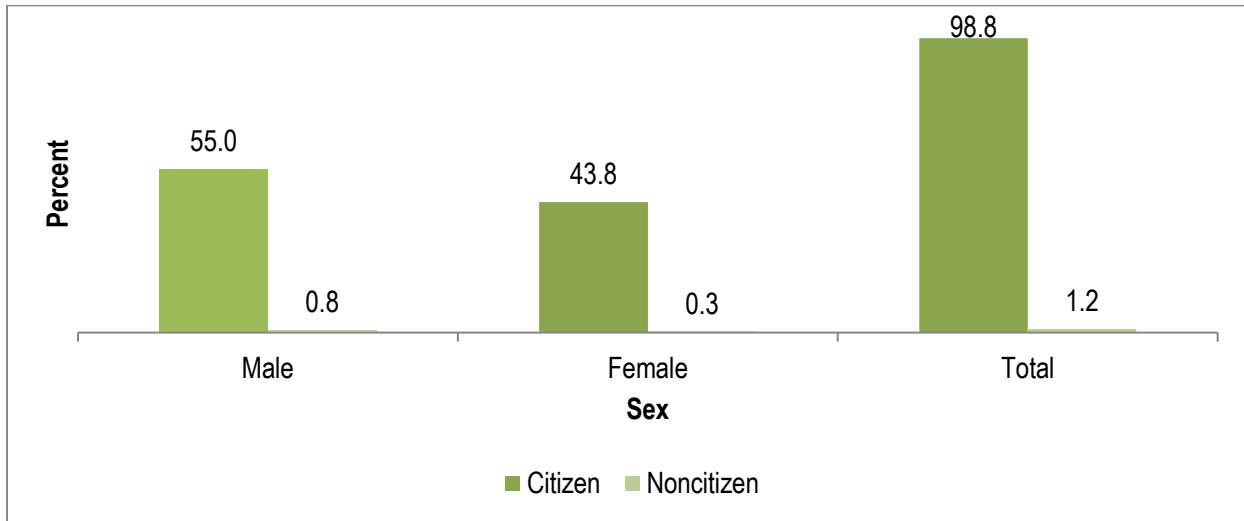
Generally, number of employees who were unskilled was high (14,145 employees) out of the 53,801 employees, Table 2.4.

**Table 2. 4: Distribution of Permanent and Temporary Employees Profession by Sex and Sector, 2016/17**

Sector	Leader			Professional			Skilled			Unskilled			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	320	107	427	3,672	3,739	7,411	5,937	9,518	15,455	4,954	3,095	8,049	14,883	16,459	31,342
Government Parastatal	93	34	127	846	363	1,209	1,390	793	2,183	1,202	355	1,557	3,531	1,545	5,076
Private	1,163	464	1,627	1,065	472	1,537	6,373	3,307	9,680	2,745	1,794	4,539	11,346	6,037	17,383
<b>Total Number</b>	<b>1,576</b>	<b>605</b>	<b>2,181</b>	<b>5,583</b>	<b>4,574</b>	<b>10,157</b>	<b>13,700</b>	<b>13,618</b>	<b>27,318</b>	<b>8,901</b>	<b>5,244</b>	<b>14,145</b>	<b>29,760</b>	<b>24,041</b>	<b>53,801</b>

Figure 2.3 reveals that, almost 99 percent of employees were citizen of which 55 percent were male employees and 44 percent were female employees. Non-citizens had a small proportion (1.2 percent) of the total employment.

**Figure 2. 3: Percentage Distribution of Total Employment by Citizenship and Sex; 2016/17**



Most of the citizen employees (Table 2.5) were in the Government sector (56.4 percent) while the majority of non-citizen employees (94.4 percent) worked in the private sector. The number of both male and female non-citizen employees was higher in the Private sector which accounted for 94.7 and 93.7 percent respectively. Both male and female citizen workers were highly employed in Government sector (48.2 and 66.8 percent respectively).

**Table 2. 5: Percentage Distribution of Total Employment by Sector, Citizenship and Sex; 2016/17**

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	48.2	66.8	56.4	3.0	4.7	3.5	47.5	66.4	55.8
Government Parastatal	12.4	6.9	10.0	2.4	1.6	2.1	12.2	6.9	9.9
Private	39.4	26.2	33.6	94.7	93.7	94.4	40.3	26.7	34.3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Total Number</b>	<b>30,873</b>	<b>24,608</b>	<b>55,481</b>	<b>468</b>	<b>191</b>	<b>659</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

Table 2.6 shows that, 187 employees were disabled that is equal to 0.3 percent of total employment. Most of disable employees (108) were male than female (79 employees).

The government sector has more number of disabled employees (123employees) compared with the remaining sectors. Most of the disable employees were male in both permanent and temporary contract.

**Table 2. 6: Distribution of Employees with Disability by Sector and Sex; 2016/17**

Sector	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	63	60	123	5	2	7	68	62	130
Government Parastatal	5	4	9	3	2	5	8	6	14
Private	12	1	13	20	10	30	32	11	43
<b>Total Number</b>	<b>80</b>	<b>65</b>	<b>145</b>	<b>28</b>	<b>14</b>	<b>42</b>	<b>108</b>	<b>79</b>	<b>187</b>

## 2.2 Employment by Industry

Table 2.7 shows that there was high variation within industries whereby out of the total employment, education depict the highest number of 15,599 employees followed by public administration and defense, compulsory social security with 10,492 employees and accommodation and food services activities with 9,717 employees.

The industries with the least number of workers were real estate activities (66 employees) and other service activities (253 employees).

Education had a higher number of female employees (9,564 employees) compared with other industries.

**Table 2. 7: Number of Total Employees by Industry and Sex; 2016/17**

<b>Industry</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Agriculture, forestry and fishing	1,366	847	2,213
Mining and Quarrying	178	104	282
Manufacturing	1,059	333	1,392
Electricity, gas, steam and air conditioning supply	634	127	761
Water supply; sewerage, waste management and remediation activities	1,216	671	1,887
Construction	1,281	208	1,489
Wholesale and retail trade; repair of motor vehicles and motorcycles	931	410	1,341
Transportation and storage	1,825	723	2,548
Accommodation and food services activities	6,331	3,386	9,717
Information and communication	639	465	1,104
Financial and insurance activities	503	295	798
Real estate activities	40	26	66
Professional, Scientific and technical activities	438	233	671
Administrative and support service activities	223	45	268
Public administration and defense; compulsory social security	6,438	4,054	10,492
Education	6,035	9,564	15,599
Human health and social work activity	1,957	3,028	4,985
Art, entertainment and recreation	139	135	274
Other service activities	108	145	253
<b>Total Number</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

Table 2.8 reveals that out of 31,342 Government workers, 40.7 percent of employees worked in education followed by 30.3 percent of employees who worked in public administration and defense; compulsory social security. Most male employees (37.8 percent) in Government sector work in “public administration and defense; compulsory social security” while most of female employees work in education (49.8 percent).

In the Parastatal sector, transportation and storage was a leading industry with 31.8 percent of employees followed by electricity, gas, steam and air conditioning supply accounting for 13.7 percent. Both males and females have a high proportion of employees working in transportation and storage (30.5 and 34.8 percent respectively).

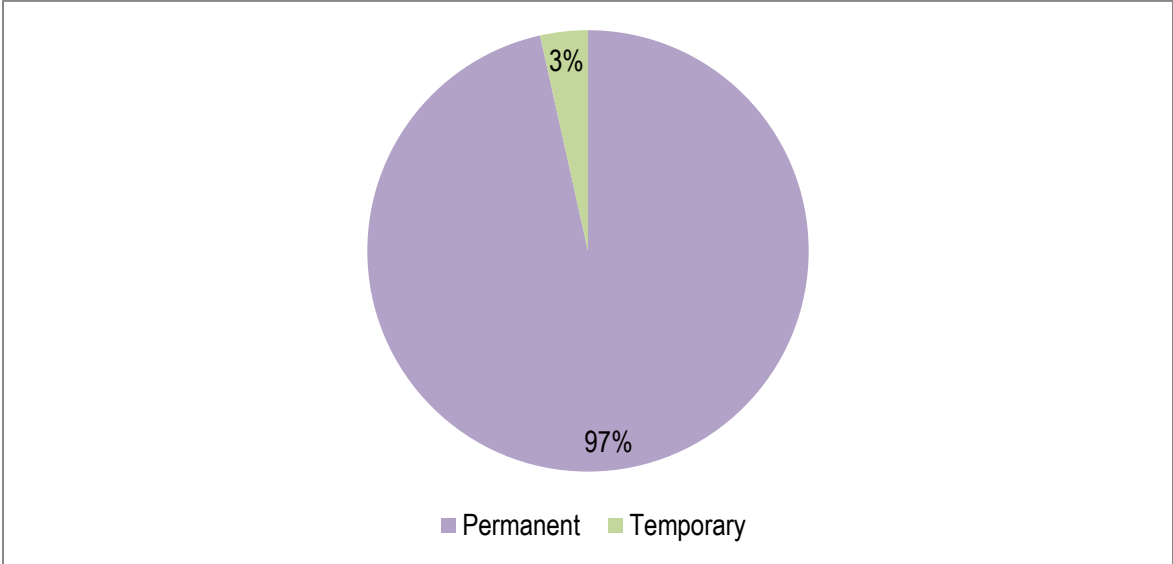
In the Private sector, accommodation and food services activities had the highest proportion of employees with 50.5 percent.

**Table 2. 8: Percentage Distribution of Total Employment by Industry, Sector and Sex; 2016/17**

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	9.2	5.1	7.1	0	0	0	0	0	0	4.4	3.4	3.9
Mining and Quarrying	0	0	0	0	0	0	1.4	1.6	1.5	0.6	0.4	0.5
Manufacturing	0.4	0.3	0.3	1.7	3.5	2.3	7.5	3.4	6.0	3.4	1.3	2.5
Electricity, gas, steam and air conditioning supply	0	0	0	16.5	7.4	13.7	0	0	0	2.0	0.5	1.4
Water supply; sewerage, waste management and remediation activities	4.3	3.5	3.9	15.1	5.1	12.0	0	0	0	3.9	2.7	3.4
Construction	4.7	0.7	2.6	0	0	0	4.6	1.3	3.5	4.1	0.8	2.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	0	0	0	4.3	6.5	5.0	6.1	4.5	5.5	3.0	1.7	2.4
Transportation and storage	0	0	0	30.5	34.8	31.8	5.2	1.9	4.1	5.8	2.9	4.5
Accommodation and food services activities	0	0	0	0	0	0	50.2	51.1	50.5	20.2	13.7	17.3
Information and communication	0	0	0	5.4	12.8	7.6	3.4	3.7	3.5	2.0	1.9	2.0
Financial and insurance activities	0	0	0	10.3	12.9	11.1	0.8	1.1	0.9	1.6	1.2	1.4
Real estate activities	0	0	0	1.0	1.5	1.2	0	0	0	0.1	0.1	0.1
Professional, Scientific and technical activities	2.5	1.2	1.8	1.0	0.9	1.0	0.2	0.3	0.2	1.4	0.9	1.2
Administrative and support service activities	0.0	0	0	0	0	0	1.8	0.7	1.4	0.7	0.2	0.5
Public administration and defense; compulsory social security	37.8	23.6	30.3	7.8	7.0	7.6	4.1	0.8	2.9	20.5	16.3	18.7
Education	30.7	49.8	40.7	6.1	6.4	6.2	9.8	19.0	13.0	19.3	38.6	27.8
Human health and social work activity	9.8	15.0	12.6	0	0	0	3.9	8.4	5.4	6.2	12.2	8.9
Art, entertainment and recreation	0.6	0.7	0.7	0.4	1.1	0.6	0.2	0.1	0.2	0.4	0.5	0.5
Other service activities	0	0	0	0	0	0	0.9	2.2	1.3	0.3	0.6	0.5
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Total Number</b>	<b>14,883</b>	<b>16,459</b>	<b>31,342</b>	<b>3,839</b>	<b>1,708</b>	<b>5,547</b>	<b>12,619</b>	<b>6,632</b>	<b>19,251</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

Permanently employees in the Government sector continues to dominant total employment in the government with (97 percent), the rest were temporary employees, as seen in the Figure 2.4. In 2016/17 no casual employees were reported in the Government.

**Figure 2.4: Percentage Distribution of Government Employees by Types of Contract; 2016/17**



Among Government employees who were working in the agriculture, all were permanent workers of which males had a higher proportion of 61.7 percent and females account for 38.3 percent. Most of temporarily employees were employed in water supply; sewerage, waste management and remediation activities which accounted for 25 percent whereby the proportion of both male and female were almost the same, Table 2.9.

**Table 2. 9: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2016/17 - Government**

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	61.7	38.3	100.0	0	0	0	61.7	38.3	100
Manufacturing	44.7	48.5	93.2	6.8	0	6.8	0	0	0
Water supply; sewerage, waste management and remediation activities	39.6	35.4	75.0	12.6	12.4	25.0	52.2	47.8	100
Construction	85.2	14.6	99.9	0.1	0	0.1	85.4	14.6	100
Professional, Scientific and technical activities	64.9	34.5	99.5	0.3	0.2	0.5	65.3	34.7	100
Public administration and defense; compulsory social security	53.4	39.0	92.4	5.8	1.9	7.6	59.2	40.8	100
Education	35.6	64.2	99.8	0.1	0.0	0.2	35.8	64.2	100
Human health and social work activity	36.7	62.6	99.3	0.5	0.2	0.7	37.2	62.8	100
Art, entertainment and recreation	47.1	52.9	100.0	0	0	0	47.1	52.9	100
<b>Total</b>	<b>45.1</b>	<b>51.4</b>	<b>96.5</b>	<b>2.4</b>	<b>1.1</b>	<b>3.5</b>	<b>47.5</b>	<b>52.5</b>	<b>100</b>
<b>Total Number</b>	<b>14,130</b>	<b>16,118</b>	<b>30,248</b>	<b>753</b>	<b>341</b>	<b>1,094</b>	<b>14,883</b>	<b>16,459</b>	<b>31,342</b>

Table 2.10 states that, 79.6 percent of the workers employed in Government Parastatal were permanently employed, 12 percent were temporary workers and 8.5 percent were employed on a casual basis.

Electricity, gas, steam and air conditioning supply had the highest percentage of permanent employees (99.1 percent) compared with temporary employees at 0.9 percent. Financial and insurance activities had 47.1 percent of permanent employees of which 30.8 percent were male and 16.2 percent female. Similarly, in the same industry, 52.9 percent were temporary employees.

**Table 2. 10: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2016/17 –Government Parastatal**

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	36.8	35.2	72.0	15.2	12.8	28.0	0	0	0	52.0	48.0	100
Electricity, gas, steam and air conditioning supply	82.4	16.7	99.1	0.9	0	0.9	0	0	0	83.3	16.7	100
Water supply; sewerage, waste management and remediation activities	85.7	13.1	98.8	1.2	0	1.2	0	0	0	86.9	13.1	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	50.2	21.8	72.0	1.5	11.3	12.7	8.0	7.3	15.3	59.6	40.4	100
Transportation and storage	42.1	21.7	63.9	8.0	3.9	11.8	16.2	8.1	24.3	66.3	33.7	100
Information and communication	48.6	51.4	100.0	0	0	0	0	0	0	48.6	51.4	100
Financial and insurance activities	30.8	16.2	47.1	33.4	19.5	52.9	0	0	0	64.3	35.7	100
Real estate activities	60.0	40.0	100.0	0	0	0	0	0	0	60.0	40.0	100
Professional, Scientific and technical activities	71.7	28.3	100.0	0	0	0	0	0	0	71.7	28.3	100
Public administration and defense; compulsory social security	68.5	27.0	95.5	2.9	1.7	4.5	0	0	0	71.4	28.6	100
Education	63.2	29.9	93.0	4.9	2.0	7.0	0	0	0	68.1	31.9	100
Art, entertainment and recreation	42.4	57.6	100.0	0	0	0	0	0	0	42.4	57.6	100
<b>Total</b>	<b>56.2</b>	<b>23.4</b>	<b>79.6</b>	<b>7.5</b>	<b>4.5</b>	<b>12.0</b>	<b>5.6</b>	<b>2.9</b>	<b>8.5</b>	<b>69.2</b>	<b>30.8</b>	<b>100</b>
<b>Total Number</b>	<b>3,117</b>	<b>1,296</b>	<b>4,413</b>	<b>414</b>	<b>249</b>	<b>663</b>	<b>308</b>	<b>163</b>	<b>471</b>	<b>3,839</b>	<b>1,708</b>	<b>5,547</b>

Table 2.11 shows that only 28.3 percent (5,446 employees) of the total employees in the private sector were permanently employed, 62 percent were on temporary basis and 9.7 percent were casually employed.

Accommodation and food services activities employ 68.7 percent of employees on temporary basis while casual workers account for seven percent (6.6 percent). In education, most of the employees were temporary employed (66.3 percent), followed by those employed permanently (29 percent) and casual employees were 4.8 percent. Most of workers employed in the manufacturing industry were temporary employees (57.5 percent) followed by casual employees (24 percent) and least were permanent employees (18.6 percent).

**Table 2. 11: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2016/17 -Private**

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mining and Quarrying	0	0	0	6.0	0.4	6.4	57.1	36.5	93.6	63.1	36.9	100
Manufacturing	13.5	5.1	18.6	46.9	10.6	57.5	20.4	3.5	24.0	80.8	19.2	100
Construction	16.6	4.6	21.2	63.2	8.5	71.7	7.0	0	7.0	86.8	13.2	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	20.1	4.0	24.1	42.8	22.7	65.5	9.1	1.3	10.4	72.0	28.0	100
Transportation and storage	54.7	11.6	66.4	27.2	4.6	31.8	1.7	0.1	1.8	83.6	16.4	100
Accommodation and food services activities	15.3	9.4	24.7	45.1	23.6	68.7	4.8	1.8	6.6	65.2	34.8	100
Information and communication	11.8	5.0	16.8	50.1	29.7	79.9	1.8	1.6	3.4	63.7	36.3	100
Financial and insurance activities	46.7	24.2	70.9	10.4	17.0	27.5	1.6	0	1.6	58.8	41.2	100
Real estate activities	0	0	0	100.0	0	100.0	0	0	0	100.0	0	100
Professional, Scientific and technical activities	28.6	35.7	64.3	28.6	7.1	35.7	0	0	0	57.1	42.9	100
Administrative and support service activities	55.6	10.8	66.4	19.8	4.9	24.6	7.8	1.1	9.0	83.2	16.8	100
Public administration and defense; compulsory social security	60.9	6.4	67.3	30.3	2.5	32.7	0	0	0	91.2	8.8	100
Education	15.0	14.0	29.0	31.7	34.6	66.3	2.8	2.0	4.8	49.5	50.5	100
Human health and social work activity	11.3	14.4	25.7	24.6	27.8	52.4	11.2	10.8	21.9	47.0	53.0	100
Art, entertainment and recreation	43.2	21.6	64.9	35.1	0	35.1	0	0	0	78.4	21.6	100
Other service activities	14.6	12.3	26.9	16.6	11.1	27.7	11.5	34.0	45.5	42.7	57.3	100
<b>Total</b>	<b>18.7</b>	<b>9.6</b>	<b>28.3</b>	<b>40.2</b>	<b>21.8</b>	<b>62.0</b>	<b>6.6</b>	<b>3.1</b>	<b>9.7</b>	<b>65.5</b>	<b>34.5</b>	<b>100</b>
<b>Total Number</b>	<b>3,607</b>	<b>1,839</b>	<b>5,446</b>	<b>7,739</b>	<b>4,198</b>	<b>11,937</b>	<b>1,273</b>	<b>595</b>	<b>1,868</b>	<b>12,619</b>	<b>6,632</b>	<b>19,251</b>

Among the citizen employees, 15,523 employees were employed in education while 10,485 employees were in public administration and defense; compulsory social security. The results reveals gender disparities in most of the industries whereby most of male citizen employees (6,434 employees) work in the public administration and defense; compulsory social security and female citizen workers mostly were employed in education (9,533 employees).

Non-citizen workers in Zanzibar were employed mainly in two industries. Out of 659 non citizen employees, 402 employees were employed in accommodation and food services while 76 employees were employed in education, Table 2.12.

**Table 2. 12: Number of Total Employment by Industry, Citizenship and Sex; 2016/17**

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,366	847	2,213	0	0	0	1,366	847	2,213
Mining and Quarrying	178	104	282	0	0	0	178	104	282
Manufacturing	1,002	331	1,333	57	2	59	1,059	333	1,392
Electricity, gas, steam and air conditioning supply	634	127	761	0	0	0	634	127	761
Water supply; sewerage, waste management and remediation activities	1,216	671	1,887	0	0	0	1,216	671	1,887
Construction	1,261	205	1,466	20	3	23	1,281	208	1,489
Wholesale and retail trade; repair of motor vehicles and motorcycles	907	410	1,317	24	0	24	931	410	1,341
Transportation and storage	1,814	717	2,531	11	6	17	1,825	723	2,548
Accommodation and food services activities	6,057	3,258	9,315	274	128	402	6,331	3,386	9,717
Information and communication	636	465	1,101	3	0	3	639	465	1,104
Financial and insurance activities	503	295	798	0	0	0	503	295	798
Real estate activities	40	26	66	0	0	0	40	26	66
Professional, Scientific and technical activities	438	232	670	0	1	1	438	233	671
Administrative and support service activities	219	44	263	4	1	5	223	45	268
Public administration and defense; compulsory social security	6,434	4,051	10,485	4	3	7	6,438	4,054	10,492
Education	5,990	9,533	15,523	45	31	76	6,035	9,564	15,599
Human health and social work activity	1,931	3,012	4,943	26	16	42	1,957	3,028	4,985
Art, entertainment and recreation	139	135	274	0	0	0	139	135	274
Other service activities	108	145	253	0	0	0	108	145	253
<b>Total Number</b>	<b>30,873</b>	<b>24,608</b>	<b>55,481</b>	<b>468</b>	<b>191</b>	<b>659</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

## CHAPTER THREE: WAGE RATE

### 3.0 Introduction

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

### 3.1 Wage of Regular Citizens

The majority of employees (35.1 percent) earned between TZS 200,000 and TZS 299,999 per month and below ten percent of employees (8.8 percent) earned less than TZS 200,000, as shown in Table 3.1. It also indicates that, a quarter of employees (25.3 percent) earned between TZS 300,000 and TZS 399,999 per month (18.9 percent for male employees and 32.3 percent for female employees). In addition to that there was a large divergence in gross earnings for both males and females across the wage groups; more male employees in wage groups between 400,000 and above (34.6 percent) while more female employees in a wage groups of 399,999 and below (73.4 percent).

**Table 3. 1: Percentage of Regular Citizen Employees by Wage Group and Sex; 2016/17**

Wage Group	Male	Female	Total
Under 200,000	11.4	6.0	8.8
200,000-299,999	35.0	35.1	35.1
300,000-399,999	18.9	32.3	25.3
400,000-499,999	11.3	10.8	11.1
500,000 +	23.3	15.8	19.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Total Number</b>	<b>20,748</b>	<b>19,198</b>	<b>39,946</b>

### 3.2 Wage of Regular Citizen Employees by Sector

Table 3.2 indicates the overall monthly wage structure of three sectors: Government, Government parastatal and private sector. One in every ten (8.8 percent) of all employees were paid less than TZS 200,000. Majority of employees in the private sector were paid less than TZS 200,000 (56.3 percent) with slightly difference in proportion between males and females.

On the other hand, 39.8 percent of workers engaged in Government sector earned between TZS 200,000 and 299,999 and in government Parastatals, higher proportion were observed in wage group of TZS 500,000 and above (32.2 percent).

**Table 3. 2: Percentage of Regular Citizen Employees by Wage Group, Sector and Sex; 2016/17**

Wage Group	Government			Government Parastatals			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	0.5	0.2	0.3	13.1	2.9	10.1	54.0	60.8	56.3	11.4	6.0	8.8
200,000-299,999	41.8	38.2	39.8	23.4	24.0	23.6	18.1	15.6	17.3	35.0	35.1	35.1
300,000-399,999	21.3	35.7	29.0	21.3	26.9	22.9	6.9	5.0	6.3	18.9	32.3	25.3
400,000-499,999	13.0	11.3	12.1	10.5	12.9	11.2	5.4	5.6	5.5	11.3	10.8	11.1
500,000 +	23.4	14.7	18.8	31.7	33.3	32.2	15.5	13.0	14.7	23.3	15.8	19.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Total Number</b>	<b>14,131</b>	<b>16,117</b>	<b>30,248</b>	<b>3,117</b>	<b>1,296</b>	<b>4,413</b>	<b>3,500</b>	<b>1,785</b>	<b>5,285</b>	<b>20,748</b>	<b>19,198</b>	<b>39,946</b>

### **3.3 Wages of Regular Citizen Employees by Industry**

Table 3.3 reveals that Education has the highest proportion of employees (52.2 percent) earning between TZS 300,000 and 399,999 followed by Public administration and defense; compulsory social security where 17.7 percent of employees are paid the same monthly wage group.

There are some industries that paid below TZS 200,000 per month, among other industries Accommodation and food services activities accounts for 40.2 percent of employees who were paid less than TZS 200,000. On the other hand, Education has the highest proportion (37.5 percent) of regular citizen employees earning TZS 500,000 and above per month.

**Table 3. 3: Percentage Distribution of Regular Citizen Employees by Industry and Wage Group; 2016/17**

<b>Industry</b>	<b>Under 200,000</b>	<b>200,000- 299,999</b>	<b>300,000- 399,999</b>	<b>400,000- 499,999</b>	<b>500,000 +</b>	<b>Total</b>
Agriculture, forestry and fishing	0	13.1	2.1	1.7	1.2	5.5
Mining and Quarrying	0	0	0	0	0	0
Manufacturing	2.9	1.1	0.5	0.4	0.9	1.0
Electricity, gas, steam and air conditioning supply	1.4	3.4	1.3	0.9	0.7	1.9
Water supply; sewerage, waste management and remediation activities	11.2	6.7	1.3	1.5	0.5	3.9
Construction	1.2	5.2	0.6	0.6	1.3	2.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	4.3	0.5	0.5	1.9	1.1	1.1
Transportation and storage	5.7	1.8	6.2	4.9	4.4	4.1
Accommodation and food services activities	40.2	3.3	1.7	3.3	1.7	5.8
Information and communication	1.8	1.6	0.9	0.7	1.6	1.3
Financial and insurance activities	0.3	0	0.1	0.8	4.5	1.0
Real estate activities	0	0.2	0.1	0.1	0.2	0.2
Professional, Scientific and technical activities	0	2.2	0.9	1.3	2.5	1.6
Administrative and support service activities	3.7	0.2	0	0.1	0.1	0.4
Public administration and defense; compulsory social security	12.1	28.3	17.7	24.4	29.3	23.9
Education	11.0	22.3	52.2	45.1	37.5	34.4
Human health and social work activity	2.3	8.9	13.3	12.0	12.3	10.4
Art, entertainment and recreation	0.8	1.1	0.4	0.3	0.2	0.7
Other service activities	1.0	0.0	0.2	0.1	0.1	0.2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Total Number</b>	<b>3,522</b>	<b>14,006</b>	<b>10,111</b>	<b>4,433</b>	<b>7,874</b>	<b>39,946</b>

## CHAPTER FOUR: CASH EARNINGS

### 4.0 Introduction

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

### 4.1 Cash Earnings by Sector

Table 4.1 shows the total amount paid to all employees was TZS 329,218 million. The amount used to pay female employees were less (TZS 136,643 million) of the total salary compared with their male counterparts (TZS 192,576 million). This further shows that, the amounts of money used to pay government employees was higher (TZS 193,409 million) compared to the private sector (TZS 91,429 million) and Government Parastatal sector (TZS 44,380 million).

**Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2016/17**  
(Million)

Sector	Male	Female	Total
Government	97,552	95,857	193,409
Government Parastatal	31,279	13,101	44,380
Private	63,744	27,685	91,429
<b>Total</b>	<b>192,576</b>	<b>136,643</b>	<b>329,218</b>

Figure 4.1 reveals that the median salary of employees was TZS 308,908 per month. The median salary of female was lower (TZS 289,286) compared with male median salary (TZS 334,545) per month.

**Figure 4. 1: Median Salary of Employees per Month by Sex; 2016/17**

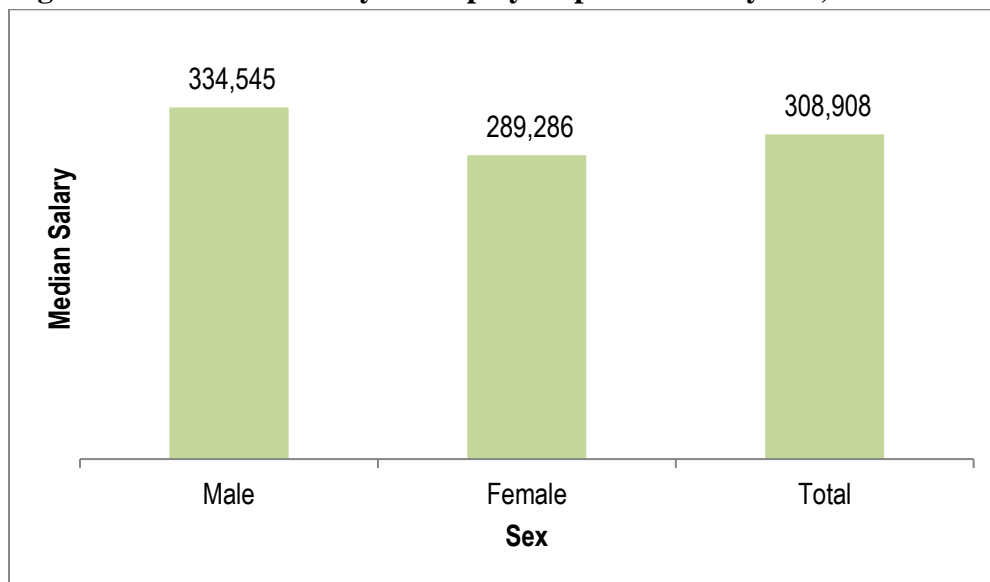


Table 4.2 reveals that, the average monthly salary of regular citizen employees was TZS 478,958. The results further show that employees in Government Parastatal had the highest monthly average salary of TZS 670,737. However, employees in the private sector had the lowest monthly average salary which was TZS 334,755.

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

**Table 4. 2: Monthly Average Salary of Regular Citizen Employees by Sector and Sex; 2016/17**

Sector	(TZS)		
	Male	Female	Total
Government	534,104	500,446	514,579
Government Parastatal	657,056	698,975	670,737
Private	345,635	314,311	334,755
<b>Total</b>	<b>481,789</b>	<b>476,052</b>	<b>478,958</b>

## 4.2 Cash Earnings by Industry

Table 4.3 indicates that, employees in Financial and insurance activities had the highest monthly average salary (TZS 1,565,410) followed by Professional, Scientific and technical activities (TZS 506,938). The third industry with the highest monthly average salary of regular employees was Public administration and defense; compulsory social security (TZS 592,278). On the other hand, administrative and support service activities had the lowest monthly average salary of TZS 229,284 per employee.

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

**Tabel 4. 3: Monthly Average Salary of Regular Citizen Employees by Industry and Sex; 2016/17**

Industry	(TZS)		
	Male	Female	Total
Agriculture, forestry and fishing	378,632	427,111	397,186
Manufacturing	410,760	352,074	388,120
Electricity, gas, steam and air conditioning supply	388,382	376,113	386,316
Water supply; sewerage, waste management and remediation activities	330,664	352,142	337,751
Construction	447,670	468,254	450,908
Wholesale and retail trade; repair of motor vehicles and motorcycles	453,241	477,165	458,816
Transportation and storage	578,547	524,159	562,946
Accommodation and food services activities	368,929	278,951	334,412
Information and communication	584,006	381,436	489,122
Financial and insurance activities	1,605,009	1,489,788	1,565,410
Real estate activities	580,756	396,212	506,938
Professional, Scientific and technical activities	668,115	634,975	656,526
Administrative and support service activities	223,838	257,488	229,284
Public administration and defense; compulsory social security	625,483	543,161	592,278
Education	634,116	506,244	553,876
Human health and social work activity	562,554	461,611	499,289
Art, entertainment and recreation	648,936	378,648	509,132
Other service activities	343,668	356,400	349,472
<b>Total</b>	<b>561,950</b>	<b>492,901</b>	<b>528,764</b>

The industries with the highest monthly cash earning for regular employees were education (7,613.0 million) followed by “public administration and defence; compulsory social security” (5,662.2 million) and “human health and social work activity” (2,084.0 million).

On the other hand, other service activities had the lowest proportion of monthly cash earning with 23.8 million of the total cash earning for regular employees, followed by Real estate activities 33.0 million.

The industry where female employees have the highest proportion of the cash earning of regular employees is education (4,366.4 million). Generally, the proportion of cash earning for regular employees was higher for males compared with females in most industries, (Table 4.4).

**Table 4. 4: Monthly Cash Earnings of Regular Citizen Employees by Industry and Sex; 2016/17**

Industry	(Million)		
	Male	Female	Total
Agriculture, forestry and fishing	517.2	361.8	879.0
Manufacturing	99.4	53.5	152.9
Electricity, gas, steam and air conditioning supply	243.5	47.8	291.3
Water supply; sewerage, waste management and remediation activities	348.5	182.8	531.3
Construction	362.2	70.7	432.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	153.6	49.1	202.8
Transportation and storage	674.6	245.8	920.4
Accommodation and food services activities	527.6	248.3	775.8
Information and communication	167.0	96.1	263.1
Financial and insurance activities	441.4	214.5	655.9
Real estate activities	22.6	10.3	33.0
Professional, Scientific and technical activities	283.3	144.8	428.1
Administrative and support service activities	32.5	7.2	39.7
Public administration and defense; compulsory social security	3,567.8	2,094.4	5,662.2
Education	3,246.7	4,366.4	7,613.0
Human health and social work activity	876.5	1,207.6	2,084.0
Art, entertainment and recreation	81.8	51.1	132.9
Other service activities	12.7	11.0	23.8
<b>Total</b>	<b>11,658.8</b>	<b>9,463.2</b>	<b>21,122.0</b>

## CHAPTER FIVE: WAGE BILL

### 5.0 Introduction

Wage-bill includes gross cash remuneration, costs of free rations and other benefits paid by employers.

### 5.1 Annual Wage bill

Table 5.1 reveals that, on average, 73.8 percent of the total wage bill was paid as salaries. The ratio of free rations to the wage bill was only 4.0 percent. In the Government sector, 77.5 percent of its total wage bill was used for paying salaries whereas Government Parastatal and private sectors used 63.4 and 72.3 percent respectively. Government Parastatal paid more amounts of other benefits (32.8 percent) compared with private and Government institutions.

**Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2016/17**

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	77.5	1.3	21.2	100
Government Parastatal	63.4	3.7	32.8	100
Private	72.3	9.4	18.3	100
<b>Total</b>	<b>73.8</b>	<b>4.0</b>	<b>22.2</b>	<b>100</b>

Table 5.2 shows that, Electricity, gas, steam and air conditioning supply industry spent less than 50 percent of their total wage bills for paying salaries (44.1 percent), that was almost the same amount paid as other benefit (44.8 percent). Accommodation and food service activities have the highest payment of free rations (16.1 percent).

**Table 5. 2: Composition of Annual Wage Bill by Industry; 2016/17**

<b>Industry</b>	<b>Salary</b>	<b>Free Ration</b>	<b>Other Benefit</b>	<b>Wage bill</b>
Agriculture, forestry and fishing	78.3	0	21.7	100
Mining and Quarrying	99.2	0.8	0	100
Manufacturing	76.3	2.7	21.0	100
Electricity, gas, steam and air conditioning supply	44.1	11.1	44.8	100
Water supply; sewerage, waste management and remediation activities	85.5	0.1	14.5	100
Construction	82.3	2.0	15.6	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	62.3	4.7	33.0	100
Transportation and storage	79.9	2.2	17.9	100
Accommodation and food services activities	65.9	16.1	18.0	100
Information and communication	77.7	0.5	21.7	100
Financial and insurance activities	59.6	3.2	37.2	100
Real estate activities	68.8	2.5	28.7	100
Professional, Scientific and technical activities	84.9	1.0	14.1	100
Administrative and support service activities	57.3	5.1	37.7	100
Public administration and defense; compulsory social security	59.8	3.0	37.2	100
Education	90.1	0.3	9.6	100
Human health and social work activity	90.1	0.2	9.6	100
Art, entertainment and recreation	84.6	0.8	14.6	100
Other service activities	80.8	4.1	15.2	100
<b>Total</b>	<b>73.8</b>	<b>4.0</b>	<b>22.2</b>	<b>100</b>

Table 5.3 shows that permanent employees contribute 58.2 percent of the total wage bill and only 4.0 percent of the wage bill was from free ration. The Mining and quarrying industry has highest salary (88.5 percent) of casual employees compared with other industries in contributing to total wage bill.

**Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2016/17**

Industry	Types of Contract			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Causal			
Agriculture, forestry and fishing	78.3	0	0	0	21.7	100
Mining and Quarrying	0	10.7	88.5	0.8	0	100
Manufacturing	25.4	41.0	9.9	2.7	21.0	100
Electricity, gas, steam and air conditioning supply	43.9	0.3	0	11.1	44.8	100
Water supply; sewerage, waste management and remediation activities	79.3	6.1	0	0.1	14.5	100
Construction	50.9	30.2	1.3	2.0	15.6	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	31.1	27.2	4.0	4.7	33.0	100
Transportation and storage	61.5	12.7	5.7	2.2	17.9	100
Accommodation and food services activities	19.2	44.7	2.1	16.1	18.0	100
Information and communication	47.9	29.4	0.5	0.5	21.7	100
Financial and insurance activities	39.1	20.5	0.0	3.2	37.2	100
Real estate activities	68.2	0.6	0	2.5	28.7	100
Professional, Scientific and technical activities	83.7	1.2	0	1.0	14.1	100
Administrative and support service activities	38.4	13.8	5.1	5.1	37.7	100
Public administration and defense; compulsory social security	56.6	3.2	0	3.0	37.2	100
Education	82.9	7.1	0.1	0.3	9.6	100
Human health and social work activity	75.8	12.6	1.7	0.2	9.6	100
Art, entertainment and recreation	82.0	2.6	0	0.8	14.6	100
Other service activities	31.6	36.1	13.0	4.1	15.2	100
<b>Total</b>	<b>58.2</b>	<b>14.4</b>	<b>1.2</b>	<b>4.0</b>	<b>22.2</b>	<b>100</b>

Table 5.4 shows that, 77.5 percent of the Government total wage bill used for paying salaries and only 1.3 percent of the wage bill was for free rations. The leading industries for having high percentage of wage bill as salaries were Education services (94.8 percent), Human health and social work activity (89.1 percent) and Construction (88.2 percent).

**Table 5. 4: Composition of Annual Wage Bill by Industry; 2016/17 – Government**

<b>Industry</b>	<b>Salary</b>	<b>Free Ration</b>	<b>Other Benefit</b>	<b>Wage bill</b>
Agriculture, forestry and fishing	78.3	0	21.7	100
Manufacturing	48.8	2.4	48.8	100
Water supply; sewerage, waste management and remediation activities	87.0	0.1	12.9	100
Construction	88.2	0	11.8	100
Professional, Scientific and technical activities	84.6	1.4	14.0	100
Administrative and support service activities				
Public administration and defense; compulsory social security	59.5	2.9	37.6	100
Education	94.8	0.1	5.1	100
Human health and social work activity	89.1	0	10.9	100
Art, entertainment and recreation	86.7	0.5	12.8	100
<b>Total</b>	<b>77.5</b>	<b>1.3</b>	<b>21.2</b>	<b>100</b>

Table 5.5 shows that, 63.4 percent of the total wage bill of the Government Parastatal sector was used for paying salaries and only 3.7 percent of the wage bill was used for free rations. Professional, Scientific and technical activities used 84.9 percent of their annual wage bill to pay salaries which was the highest share while Electricity, gas, steam and air conditioning supply spent 44.1 percent of their wage bill for paying salaries.

**Table 5. 5: Composition of Annual Wage Bill by Industry; 2016/17 – Government Parastatals**

<b>Industry</b>	<b>Salary</b>	<b>Free Ration</b>	<b>Other Benefit</b>	<b>Wage bill</b>
Manufacturing	82.1	1.7	16.2	100
Electricity, gas, steam and air conditioning supply	44.1	11.1	44.8	100
Water supply; sewerage, waste management and remediation activities	83.0	0	17.0	100
Construction				
Wholesale and retail trade; repair of motor vehicles and motorcycles	58.0	5.6	36.5	100
Transportation and storage	75.0	2.8	22.2	100
Accommodation and food services activities				
Information and communication	78.3	1.0	20.7	100
Financial and insurance activities	57.4	3.3	39.3	100
Real estate activities	68.6	2.5	28.9	100
Professional, Scientific and technical activities	84.9	0.2	14.9	100
Administrative and support service activities				
Public administration and defense; compulsory social security	61.5	4.6	33.9	100
Education	61.4	0.6	38.0	100
Human health and social work activity				
Art, entertainment and recreation	70.2	0	29.8	100
<b>Total</b>	<b>63.4</b>	<b>3.7</b>	<b>32.8</b>	<b>100</b>

The results of Table 5.6 show, that 72.3 percent of the total wage bill for the private sector was used for paying salaries and 9.4 percent of the wage bill was for free rations. Mining and Quarrying used 99.2 percent of their annual wage bill to pay salaries and do not provide other benefits to the staff.

**Table 5. 6: Composition of Annual Wage Bill by Industry; 2016/17 – Private**

<b>Industry</b>	<b>Salary</b>	<b>Free Ration</b>	<b>Other Benefit</b>	<b>Wage bill</b>
Mining and Quarrying	99.2	0.8	0	100
Manufacturing	81.0	2.9	16.1	100
Construction	77.8	3.6	18.6	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	64.1	4.3	31.6	100
Transportation and storage	90.3	0.9	8.8	100
Accommodation and food services activities	65.9	16.1	18.0	100
Information and communication	77.4	0.2	22.3	100
Financial and insurance activities	73.6	2.7	23.7	100
Real estate activities	100	0	0	100
Professional, Scientific and technical activities	88.5	1.4	10.1	100
Administrative and support service activities	57.3	5.1	37.7	100
Public administration and defense; compulsory social security	63.6	0	36.4	100
Education	79.1	1.5	19.3	100
Human health and social work activity	93.8	1.1	5.2	100
Art, entertainment and recreation	88.4	4.9	6.7	100
Other service activities	80.8	4.1	15.2	100
<b>Total</b>	<b>72.3</b>	<b>9.4</b>	<b>18.3</b>	<b>100</b>

## CHAPTER SIX: NEW EMPLOYEES

### 6.0 Introduction

This chapter shows the information of new employees by sex, sector, occupation, education level and their citizenship. Also it shows their starting salaries per month.

### 6.1 New Employees

The results from table 6.1 show that, the total number of new employees in 2016/17 was 1,601 of whom 34.4 percent were employed in the Government sector, 2.4 percent in Government Parastatals and 63.3 percent in the Private sector.

Among the new employees 896 were male and 705 were female employees. The Private sector had more male new employees (68.9 percent) than the other two sectors. In addition, about 56.2 percent of female new employees were in the Private sector followed by those employed in the Government sector (41.6 percent).

The proportion of new male employees was higher (56.0 percent) than the proportion of female (44.0 percent). Unlike the Government sector, both Government Parastatals and Private sectors employed more male than female employees.

**Table 6. 1: Distribution of New Workers Employed by Sector and Sex; 2016/17**

Sector	Number of workers			Percent distribution			Sex distribution	
	Male	Female	Total	Male	Female	Total	Male	Female
Government	257	293	550	28.7	41.6	34.4	46.7	53.3
Government Parastatal	22	16	38	2.5	2.3	2.4	57.9	42.1
Private	617	396	1,013	68.9	56.2	63.3	60.9	39.1
<b>Total</b>	<b>896</b>	<b>705</b>	<b>1,601</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>56</b>	<b>44</b>

In 2016/17, about one third of new employees (30.7 percent) were employed as Technicians and Associate professionals and only 0.5 percent of new employees were employed in Security. Females were most likely to be employed in Technicians and Associate professionals (34.0 percent) and they were less likely to hold the positions of security (0.7 percent). New male employees were mainly shown in Service Workers and Shop Sales Workers (29.0 percent), Table 6.2.

**Table 6. 2: Distribution of New Workers Employed by Occupation and Sex; 2016/17**

Occupation	Number of workers			Percent distribution		
	Male	Female	Total	Male	Female	Total
Legislators, Administrators and Managers	13	9	22	1.5	1.3	1.4
Professionals	122	109	231	13.6	15.5	14.4
Technicians and Associate professionals	251	240	491	28	34	30.7
Clerks	48	72	120	5.4	10.2	7.5
Service Workers and Shop Sales Workers	260	145	405	29	20.6	25.3
Agricultural and Fishery Workers	8	13	21	0.9	1.8	1.3
Craft and Related Workers	25	0	25	2.8	0	1.6
Plant and Machine Operators and Assemblers	39	6	45	4.4	0.9	2.8
Elementary Occupations	127	106	233	14.2	15	14.6
Defense/Security	3	5	8	0.3	0.7	0.5
<b>Total</b>	<b>896</b>	<b>705</b>	<b>1,601</b>	<b>100</b>	<b>100</b>	<b>100</b>

The findings from Table 6.4 reveal that more than one third (39.0 percent) of new employees had certificate of whom 34.7 percent were male and 44.5 percent were female employees and only 2.2 percent of employees had secondary education (A level).

**Table 6. 3: Distribution of New Workers Employed by Education level and Sex; 2016/17**

Education Level	Number of workers			Percent distribution		
	Male	Female	Total	Male	Female	Total
Primary	108	77	185	12.1	10.9	11.6
Secondary O level	196	108	304	21.9	15.3	19
Secondary A level	20	16	36	2.2	2.3	2.2
Vocational Training	34	23	57	3.8	3.3	3.6
Certificate	311	314	625	34.7	44.5	39
Tertiary Non University	42	36	78	4.7	5.1	4.9
Tertiary University	185	131	316	20.6	18.6	19.7
<b>Total</b>	<b>896</b>	<b>705</b>	<b>1,601</b>	<b>100</b>	<b>100</b>	<b>100</b>

Table 6.4 reveals that, 97.6 percent of new employees were citizen of Tanzanian; and the proportion of both male and female new workers were almost equal (96.4 percent and 99.1 percent respectively). Zanzibar employed very few employees from other citizens (2.4 percent).

**Table 6. 4: Distribution of New Workers Employed by Citizenship and Sex; 2016/17**

Citizenship	Number of workers			Percent distribution		
	Male	Female	Total	Male	Female	Total
Tanzanian	864	699	1,563	96.4	99.1	97.6
Kenyan	29	3	32	3.2	0.4	2
Uganda	1	0	1	0.1	0	0.1
Other Citizenship	2	3	5	0.2	0.4	0.3
<b>Total</b>	<b>896</b>	<b>705</b>	<b>1,601</b>	<b>100</b>	<b>100</b>	<b>100</b>

Table 6.5 depicts that, the proportion of new employees started work with salary between TZS 100,000 and 199,999 were slightly higher (23.5 percent) than other salary range. Majority of new employees started working with low salary below TZS 400,000. Only 19 percent of new employees were able to start work with a salary of TZS 500,000 and above.

**Table 6. 5: Distribution of New Workers Employed by Starting Salary and Sex; 2016/17**

Salary Range	Number of workers			Percent distribution		
	Male	Female	Total	Male	Female	Total
Under 100,000	67	51	118	7.5	7.2	7.4
100,000-199,999	235	141	376	26.2	20	23.5
200,000-299,999	170	198	368	19	28.1	23
300,000-399,999	182	139	321	20.3	19.7	20
400,000-499,999	54	53	107	6	7.5	6.7
500,000+	188	123	311	21	17.4	19.4
<b>Total</b>	<b>896</b>	<b>705</b>	<b>1,601</b>	<b>100</b>	<b>100</b>	<b>100</b>

## APPENDIXES

### Appendix 1: Tables

**Table 2. 1. 2: Total Employment by Sector and Sex; 2016/17**

Sector	Male	Female	Total
Government	14,883	16,459	31,342
Government Parastatal	3,839	1,708	5,547
Private	12,619	6,632	19,251
<b>Total Employment</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

**Table 2. 2.2: Total Employment by Sector, Types of Contract and Sex; 2016/17**

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	14,130	16,118	30,248	753	341	1,094	0	0	0	14,883	16,459	31,342
Government Parastatal	3,117	1,296	4,413	414	249	663	308	163	471	3,839	1,708	5,547
Private	3,607	1,839	5,446	7,739	4,198	11,937	1,273	595	1,868	12,619	6,632	19,251
<b>Total Number</b>	<b>20,854</b>	<b>19,253</b>	<b>40,107</b>	<b>8,906</b>	<b>4,788</b>	<b>13,694</b>	<b>1,581</b>	<b>758</b>	<b>2,339</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

**Table 2. 3.2: Distribution of Youth (Age 15-35) employees by Type of Contract, Sector and Sex, 2016/17**

Type of Contract	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	3,303	4,563	7,866	741	359	1,100	2,260	1,206	3,466	6,304	6,128	12,432
Temporary	198	123	321	257	166	423	5,331	3,096	8,427	5,786	3,385	9,171
Casual	0	0	0	11	9	20	989	458	1,447	1,000	467	1,467
<b>Total</b>	<b>3,501</b>	<b>4,686</b>	<b>8,187</b>	<b>1,009</b>	<b>534</b>	<b>1,543</b>	<b>8,580</b>	<b>4,760</b>	<b>13,340</b>	<b>13,090</b>	<b>9,980</b>	<b>23,070</b>

**Table 2. 4.2: Distribution of Adult (Age 36+) employees by Type of Contract, Sector and Sex, 2016/17**

Type of Contract	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	10,827	11,555	22,382	2,376	937	3,313	1,347	633	1,980	14,550	13,125	27,675
Temporary	555	217	772	157	83	240	2,408	1,102	3,510	3,120	1,402	4,522
Casual	0	0	0	297	154	451	284	137	421	581	291	872
<b>Total Number</b>	<b>11,382</b>	<b>11,772</b>	<b>23,154</b>	<b>2,830</b>	<b>1,174</b>	<b>4,004</b>	<b>4,039</b>	<b>1,872</b>	<b>5,911</b>	<b>18,251</b>	<b>14,818</b>	<b>33,069</b>

**Table 2. 5.2: Number of Employment by Sector, Citizenship and Sex; 2016/17**

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	14,869	16,450	31,319	14	9	23	14,883	16,459	31,342
Government Parastatal	3,828	1,705	5,533	11	3	14	3,839	1,708	5,547
Private	12,176	6,453	18,629	443	179	622	12,619	6,632	19,251
<b>Total Number</b>	<b>30,873</b>	<b>24,608</b>	<b>55,481</b>	<b>468</b>	<b>191</b>	<b>659</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

**Table 2.6.2: Distribution of Employees Profession by Sex, Citizenship and Sector; 2016/17**

Sector	Citizen								Noncitizen							
	Leader		Professional		Skilled		Unskilled		Leader		Professional		Skilled		Unskilled	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Government	320	107	3,658	3,730	5,937	9,518	4,954	3,094	0	0	14	9	0	0	0	0
Government Parastatal	93	34	835	362	1,390	791	1,202	355	0	0	11	1	0	2	0	0
Private	934	366	926	429	6,298	3,270	2,745	1,793	229	98	139	43	75	37	0	1
Total	1,347	507	5,419	4,521	13,625	13,579	8,901	5,242	229	98	164	53	75	39	0	1

**Table 2. 7.2: Percentage Distribution of Employees by Industry and Sex; 2016/17**

<b>Industry</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Agriculture, forestry and fishing	4.4	3.4	3.9
Mining and Quarrying	0.6	0.4	0.5
Manufacturing	3.4	1.3	2.5
Electricity, gas, steam and air conditioning supply	2.0	0.5	1.4
Water supply; sewerage, waste management and remediation activities	3.9	2.7	3.4
Construction	4.1	0.8	2.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	3.0	1.7	2.4
Transportation and storage	5.8	2.9	4.5
Accommodation and food services activities	20.2	13.7	17.3
Information and communication	2.0	1.9	2.0
Financial and insurance activities	1.6	1.2	1.4
Real estate activities	0.1	0.1	0.1
Professional, Scientific and technical activities	1.4	0.9	1.2
Administrative and support service activities	0.7	0.2	0.5
Public administration and defense; compulsory social security	20.5	16.3	18.7
Education	19.3	38.6	27.8
Human health and social work activity	6.2	12.2	8.9
Art, entertainment and recreation	0.4	0.5	0.5
Other service activities	0.3	0.6	0.5
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Total Number</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

**Table 2. 8.2: Distribution of Total Employees by Industry, Age Group and Sex, 2016/17**

Industry	Youth (Age 15-35)			Adult (Age 36+)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	209	191	400	1,157	656	1,813	1,366	847	2,213
Mining and Quarrying	102	49	151	76	55	131	178	104	282
Manufacturing	660	185	845	399	148	547	1,059	333	1,392
Electricity, gas, steam and air conditioning supply	247	62	309	387	65	452	634	127	761
Water supply; sewerage, waste management and remediation activities	183	90	273	1,033	581	1,614	1,216	671	1,887
Construction	441	63	504	840	145	985	1,281	208	1,489
Wholesale and retail trade; repair of motor vehicles and motorcycles	398	225	623	533	185	718	931	410	1,341
Transportation and storage	520	206	726	1,305	517	1,822	1,825	723	2,548
Accommodation and food services activities	4,710	2,502	7,212	1,621	884	2,505	6,331	3,386	9,717
Information and communication	426	276	702	213	189	402	639	465	1,104
Financial and insurance activities	267	165	432	236	130	366	503	295	798
Real estate activities	5	4	9	35	22	57	40	26	66
Professional, Scientific and technical activities	122	89	211	316	144	460	438	233	671
Administrative and support service activities	111	32	143	112	13	125	223	45	268
Public administration and defense; compulsory social security	1,883	1,301	3,184	4,555	2,753	7,308	6,438	4,054	10,492
Education	2,033	3,406	5,439	4,002	6,158	10,160	6,035	9,564	15,599
Human health and social work activity	671	985	1,656	1,286	2,043	3,329	1,957	3,028	4,985
Art, entertainment and recreation	38	33	71	101	102	203	139	135	274
Other service activities	64	116	180	44	29	73	108	145	253
<b>Total number</b>	<b>13,090</b>	<b>9,980</b>	<b>23,070</b>	<b>18,251</b>	<b>14,819</b>	<b>33,070</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

**Table 2. 9.2: Distribution of Total Employment by Industry, Sector and Sex; 2016/17 FSEES**

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,366	847	2,213	0	0	0	0	0	0	1,366	847	2,213
Mining and Quarrying	0	0	0	0	0	0	178	104	282	178	104	282
Manufacturing	53	50	103	65	60	125	941	223	1,164	1,059	333	1,392
Electricity, gas, steam and air conditioning supply	0	0	0	634	127	761	0	0	0	634	127	761
Water supply; sewerage, waste management and remediation activities	638	584	1,222	578	87	665	0	0	0	1,216	671	1,887
Construction	700	120	820	0	0	0	581	88	669	1,281	208	1,489
Wholesale and retail trade; repair of motor vehicles and motorcycles	0	0	0	164	111	275	767	299	1,066	931	410	1,341
Transportation and storage	0	0	0	1,171	595	1,766	654	128	782	1,825	723	2,548
Accommodation and food services activities	0	0	0	0	0	0	6,331	3,386	9,717	6,331	3,386	9,717
Information and communication	0	0	0	206	218	424	433	247	680	639	465	1,104
Financial and insurance activities	0	0	0	396	220	616	107	75	182	503	295	798
Real estate activities	0	0	0	39	26	65	1	0	1	40	26	66
Professional, Scientific and technical activities	376	200	576	38	15	53	24	18	42	438	233	671
Administrative and support service activities	0	0	0	0	0	0	223	45	268	223	45	268
Public administration and defense; compulsory social security	5,624	3,884	9,508	299	120	419	515	50	565	6,438	4,054	10,492
Education	4,566	8,193	12,759	235	110	345	1,234	1,261	2,495	6,035	9,564	15,599
Human health and social work activity	1,464	2,473	3,937				493	555	1,048	1,957	3,028	4,985
Art, entertainment and recreation	96	108	204	14	19	33	29	8	37	139	135	274
Other service activities	0	0	0	0	0	0	108	145	253	108	145	253
<b>Total Number</b>	<b>14,883</b>	<b>16,459</b>	<b>31,342</b>	<b>3,839</b>	<b>1,708</b>	<b>5,547</b>	<b>12,619</b>	<b>6,632</b>	<b>19,251</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

**Table 2.10.2: Distribution of Employment by Industry, Types of Contract and Sex; 2016/17 - Government**

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,366	847	2,213	0	0	0	0	0	0	1,366	847	2,213
Manufacturing	46	50	96	7	0	7	0	0	0	53	50	103
Water supply; sewerage, waste management and remediation activities	484	432	916	154	152	306	0	0	0	638	584	1,222
Construction	699	120	819	1	0	1	0	0	0	700	120	820
Professional, Scientific and technical activities	374	199	573	2	1	3	0	0	0	376	200	576
Public administration and defense; compulsory social security	5,075	3,707	8,782	549	177	726	0	0	0	5,624	3,884	9,508
Education	4,547	8,190	12,737	19	3	22	0	0	0	4,566	8,193	12,759
Human health and social work activity	1,443	2,465	3,908	21	8	29	0	0	0	1,464	2,473	3,937
Art, entertainment and recreation	96	108	204	0	0	0	0	0	0	96	108	204
<b>Total Number</b>	<b>14,130</b>	<b>16,118</b>	<b>30,248</b>	<b>753</b>	<b>341</b>	<b>1,094</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14,883</b>	<b>16,459</b>	<b>31,342</b>

**Table 2.11.2: Distribution of Employment by Industry, Types of Contract and Sex; 2016/17 –Government Parastatal**

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manufacturing	46	44	90	19	16	35	0	0	0	65	60	125
Electricity, gas, steam and air conditioning supply	627	127	754	7	0	7	0	0	0	634	127	761
Water supply; sewerage, waste management and remediation activities	570	87	657	8	0	8	0	0	0	578	87	665
Wholesale and retail trade; repair of motor vehicles and motorcycles	138	60	198	4	31	35	22	20	42	164	111	275
Transportation and storage	744	384	1,128	141	68	209	286	143	429	1,171	595	1,766
Information and communication	206	218	424	0	0	0	0	0	0	206	218	424
Financial and insurance activities	190	100	290	206	120	326	0	0	0	396	220	616
Real estate activities	39	26	65	0	0	0	0	0	0	39	26	65
Professional, Scientific and technical activities	38	15	53	0	0	0	0	0	0	38	15	53
Public administration and defense; compulsory social security	287	113	400	12	7	19	0	0	0	299	120	419
Education	218	103	321	17	7	24	0	0	0	235	110	345
Art, entertainment and recreation	14	19	33	0	0	0	0	0	0	14	19	33
<b>Total Number</b>	<b>3,117</b>	<b>1,296</b>	<b>4,413</b>	<b>414</b>	<b>249</b>	<b>663</b>	<b>308</b>	<b>163</b>	<b>471</b>	<b>3,839</b>	<b>1,708</b>	<b>5,547</b>

**Table 2.12.2: Distribution of Employment by Industry, Types of Contract and Sex; 2016/17 –Private**

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mining and Quarrying	0	0	0	17	1	18	161	103	264	178	104	282
Manufacturing	157	59	216	546	123	669	238	41	279	941	223	1,164
Construction	111	31	142	423	57	480	47	0	47	581	88	669
Wholesale and retail trade; repair of motor vehicles and motorcycles	214	43	257	456	242	698	97	14	111	767	299	1,066
Transportation and storage	428	91	519	213	36	249	13	1	14	654	128	782
Accommodation and food services activities	1,482	918	2,400	4,384	2,294	6,678	465	174	639	6,331	3,386	9,717
Information and communication	80	34	114	341	202	543	12	11	23	433	247	680
Financial and incurrance activities	85	44	129	19	31	50	3	0	3	107	75	182
Real estate activities	0	0	0	1	0	1	0	0	0	1	0	1
Professional, Scientific and technical activities	12	15	27	12	3	15	0	0	0	24	18	42
Administrative and support service activities	149	29	178	53	13	66	21	3	24	223	45	268
Public administration and defense; compulsory social security	344	36	380	171	14	185	0	0	0	515	50	565
Education	374	349	723	790	863	1,653	70	49	119	1,234	1,261	2,495
Human health and social work activity	118	151	269	258	291	549	117	113	230	493	555	1,048
Art, entertainment and recreation	16	8	24	13	0	13	0	0	0	29	8	37
Other service activities	37	31	68	42	28	70	29	86	115	108	145	253
<b>Total Number</b>	<b>3,607</b>	<b>1,839</b>	<b>5,446</b>	<b>7,739</b>	<b>4,198</b>	<b>11,937</b>	<b>1,273</b>	<b>595</b>	<b>1,868</b>	<b>12,619</b>	<b>6,632</b>	<b>19,251</b>

**Table 2.13.2: Distribution of Total Employment by Industry, Citizenship and Sex; 2016/17**

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,366	847	2,213	0	0	0	1,366	847	2,213
Mining and Quarrying	178	104	282	0	0	0	178	104	282
Manufacturing	1,002	331	1,333	57	2	59	1,059	333	1,392
Electricity, gas, steam and air conditioning supply	634	127	761	0	0	0	634	127	761
Water supply; sewerage, waste management and remediation activities	1,216	671	1,887	0	0	0	1,216	671	1,887
Construction	1,261	205	1,466	20	3	23	1,281	208	1,489
Wholesale and retail trade; repair of motor vehicles and motorcycles	907	410	1,317	24	0	24	931	410	1,341
Transportation and storage	1,814	717	2,531	11	6	17	1,825	723	2,548
Accommodation and food services activities	6,057	3,258	9,315	274	128	402	6,331	3,386	9,717
Information and communication	636	465	1,101	3	0	3	639	465	1,104
Financial and insurance activities	503	295	798	0	0	0	503	295	798
Real estate activities	40	26	66	0	0	0	40	26	66
Professional, Scientific and technical activities	438	232	670	0	1	1	438	233	671
Administrative and support service activities	219	44	263	4	1	5	223	45	268
Public administration and defense; compulsory social security	6,434	4,051	10,485	4	3	7	6,438	4,054	10,492
Education	5,990	9,533	15,523	45	31	76	6,035	9,564	15,599
Human health and social work activity	1,931	3,012	4,943	26	16	42	1,957	3,028	4,985
Art, entertainment and recreation	139	135	274	0	0	0	139	135	274
Other service activities	108	145	253	0	0	0	108	145	253
<b>Total Number</b>	<b>30,873</b>	<b>24,608</b>	<b>55,481</b>	<b>468</b>	<b>191</b>	<b>659</b>	<b>31,341</b>	<b>24,799</b>	<b>56,140</b>

**Table 3.1.3 Total Number of Regular Citizen Employee by Wage Group and Sex; 2016/17**

Wage Group	Male	Female	Total
Under 200,000	2,371	1,151	3,522
200,000-299,999	7,267	6,739	14,006
300,000-399,999	3,918	6,193	10,111
400,000-499,999	2,351	2,082	4,433
500,000 +	4,841	3,033	7,874
<b>Total Number</b>	<b>20,748</b>	<b>19,198</b>	<b>39,946</b>

**Table 3.2.3: Total Number of Regular Citizen Employees by Wage Group, Sector and Sex; 2016/17**

Wage Group	Government			Government Parastatals			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	73	28	101	409	37	446	1,889	1,086	2,975	2,371	1,151	3,522
200,000-299,999	5,903	6,150	12,053	729	311	1,040	635	278	913	7,267	6,739	14,006
300,000-399,999	3,012	5,755	8,767	663	349	1,012	243	89	332	3,918	6,193	10,111
400,000-499,999	1,834	1,815	3,649	328	167	495	189	100	289	2,351	2,082	4,433
500,000 +	3,309	2,369	5,678	988	432	1,420	544	232	776	4,841	3,033	7,874
<b>Total Number</b>	<b>14,131</b>	<b>16,117</b>	<b>30,248</b>	<b>3,117</b>	<b>1,296</b>	<b>4,413</b>	<b>3,500</b>	<b>1,785</b>	<b>5,285</b>	<b>20,748</b>	<b>19,198</b>	<b>39,946</b>

**Table 3.3.3: Permanent Citizen Employee by Industry, Wage group and Sex; 2016/17**

<b>Industry</b>	<b>Under 200,000</b>	<b>200,000- 299,999</b>	<b>300,000- 399,999</b>	<b>400,000- 499,999</b>	<b>500,000 +</b>	<b>Total</b>
Agriculture, forestry and fishing	1	1,830	209	75	98	2,213
Manufacturing	103	155	52	16	68	394
Electricity, gas, steam and air conditioning supply	51	478	132	39	54	754
Water supply; sewerage, waste management and remediation activities	393	940	134	67	39	1,573
Construction	43	725	63	28	101	960
Wholesale and retail trade; repair of motor vehicles and motorcycles	151	66	54	84	87	442
Transportation and storage	202	248	626	216	343	1,635
Accommodation and food services activities	1,417	456	168	145	134	2,320
Information and communication	63	227	91	33	124	538
Financial and insurance activities	10	7	8	36	358	419
Real estate activities	0	35	14	3	13	65
Professional, Scientific and technical activities	0	304	95	57	196	652
Administrative and support service activities	129	35	2	3	4	173
Public administration and defense; compulsory social security	426	3,960	1,786	1,080	2,308	9,560
Education	389	3,127	5,276	1,998	2,955	13,745
Human health and social work activity	81	1,252	1,340	533	968	4,174
Art, entertainment and recreation	28	159	44	14	16	261
Other service activities	35	2	17	6	8	68
<b>Total Number</b>	<b>3,522</b>	<b>14,006</b>	<b>10,111</b>	<b>4,433</b>	<b>7,874</b>	<b>39,946</b>

**Table 4. 1.4: Annual Earnings by Sector and Sex; 2016/17**  
(Million-TZS)

<b>Sector</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Government	97,552	95,857	193,409
Government Parastatal	31,279	13,101	44,380
Private	63,744	27,685	91,429
<b>Total</b>	<b>192,576</b>	<b>136,643</b>	<b>329,218</b>

**Table 4.2.4: Monthly Average Salary of Employees by Sector and Sex; 2016/2017**  
(TZS)

<b>Sector</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Government	546,218	485,333	514,244
Government Parastatal	678,983	639,180	666,727
Private	420,954	347,869	395,776
<b>Total</b>	<b>512,044</b>	<b>459,167</b>	<b>488,687</b>

**Table 4.3.4: Annual Salary of Employees by Industry and Sex; 2016/2017**

(Million TZS)

Industry	Male	Female	Total
Agriculture, forestry and fishing	6,207	4,341	10,548
Mining and Quarrying	493	267	760
Manufacturing	4,704	1,191	5,895
Electricity, gas, steam and air conditioning supply	2,943	573	3,517
Water supply; sewerage, waste management and remediation activities	4,478	2,391	6,869
Construction	7,076	1,398	8,474
Wholesale and retail trade; repair of motor vehicles and motorcycles	4,715	1,558	6,273
Transportation and storage	11,530	4,222	15,752
Accommodation and food services activities	30,182	13,325	43,508
Information and communication	3,358	1,772	5,130
Financial and insurance activities	7,990	4,024	12,014
Real estate activities	275	124	399
Professional, Scientific and technical activities	3,459	1,759	5,219
Administrative and support service activities	647	139	786
Public administration and defense; compulsory social security	45,772	25,987	71,759
Education	44,737	55,423	100,160
Human health and social work activity	12,609	17,176	29,785
Art, entertainment and recreation	1,031	613	1,645
Other service activities	370	358	728
<b>Total</b>	<b>192,576</b>	<b>136,643</b>	<b>329,218</b>

**Table 4.4.4: Monthly Cash Earnings of Regular Citizen Employees by Industry, Sector and Sex; 2016/17**

(Million TZS)

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	81	121	202	-	-	-	-	-	-	81	121	202
Mining and Quarrying	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	2	1	3	2	3	5	29	9	38	34	13	46
Electricity, gas, steam and air conditioning supply	-	-	-	91	22	112	-	-	-	91	22	112
Water supply; sewerage, waste management and remediation activities	17	9	26	21	14	35	-	-	-	38	23	62
Construction	20	6	26	-	-	-	15	9	24	35	15	50
Wholesale and retail trade; repair of motor vehicles and motorcycles	-	-	-	13	9	22	18	7	25	31	16	47
Transportation and storage	-	-	-	62	39	102	52	21	73	114	60	174
Accommodation and food services activities	-	-	-	-	-	-	371	184	555	371	184	555
Information and communication	-	-	-	22	22	45	19	7	26	41	30	71
Financial and insurance activities	-	-	-	46	38	84	62	25	88	108	64	172
Real estate activities	-	-	-	2	2	4	-	-	-	2	2	4
Professional, Scientific and technical activities	42	31	74	95	43	138	6	6	12	144	80	224
Administrative and support service activities	-	-	-	-	-	-	18	5	24	18	5	24
Public administration and defense; compulsory social security	680	579	1,259	61	26	87	56	5	61	797	610	1,407
Education	677	1,199	1,876	69	27	96	82	68	150	827	1,295	2,122
Human health and social work activity	238	331	568	-	-	-	33	22	55	271	352	623
Art, entertainment and recreation	7	6	13	2	5	7	3	1	3	11	12	23
Other service activities	-	-	-	-	-	-	4	3	7	4	3	7
<b>Total</b>	<b>1,764</b>	<b>2,284</b>	<b>4,048</b>	<b>487</b>	<b>251</b>	<b>738</b>	<b>768</b>	<b>372</b>	<b>1,140</b>	<b>3,019</b>	<b>2,906</b>	<b>5,926</b>

**Table 5. 1.5: Annual Wage bill by Sector; 2016/17****(Million TZS)**

<b>Sector</b>	<b>Salary</b>	<b>Free Ration</b>	<b>Other Benefit</b>	<b>Wage bill</b>
Government	193,409	3,324	52,973	249,706
Government Parastatal	44,380	2,605	22,984	69,969
Private	91,429	11,891	23,097	126,417
<b>Total</b>	<b>329,218</b>	<b>17,819</b>	<b>99,054</b>	<b>446,092</b>

**Table 5.2.5: Composition of Annual Wage Bill by Industry; 2016/17****(Million TZS)**

<b>Industry</b>	<b>Salary</b>	<b>Free Ration</b>	<b>Other Benefit</b>	<b>Wage bill</b>
Agriculture, forestry and fishing	10,548	1	2,918	13,467
Mining and Quarrying	760	6	0	766
Manufacturing	5,895	209	1,620	7,724
Electricity, gas, steam and air conditioning supply	3,517	883	3,568	7,967
Water supply; sewerage, waste management and remediation activities	6,869	6	1,163	8,038
Construction	8,474	208	1,609	10,290
Wholesale and retail trade; repair of motor vehicles and motorcycles	6,273	472	3,319	10,064
Transportation and storage	15,752	438	3,528	19,718
Accommodation and food services activities	43,508	10,615	11,869	65,992
Information and communication	5,130	34	1,434	6,599
Financial and insurance activities	12,014	650	7,489	20,153
Real estate activities	399	14	167	580
Professional, Scientific and technical activities	5,219	62	865	6,146
Administrative and support service activities	786	70	517	1,373
Public administration and defense; compulsory social security	71,759	3,656	44,681	120,096
Education	100,160	365	10,697	111,222
Human health and social work activity	29,785	78	3,187	33,050
Art, entertainment and recreation	1,645	15	284	1,944
Other service activities	728	37	137	902
<b>Total</b>	<b>329,218</b>	<b>17,819</b>	<b>99,054</b>	<b>446,092</b>

**Table 5.3.5: Composition of Annual Wage Bill by Industry and Types of Contract; 2016/17**  
(Million TZS)

Industry	Permanent	Temporary	Causal	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	10,548	0	0	1	2,918	13,467
Mining and Quarrying	0	82	678	6	0	766
Manufacturing	1,963	3,164	768	209	1,620	7,724
Electricity, gas, steam and air conditioning supply	3,495	21	0	883	3,568	7,967
Water supply; sewerage, waste management and remediation activities	6,375	494	0	6	1,163	8,038
Construction	5,234	3,105	135	208	1,609	10,290
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,131	2,737	404	472	3,319	10,064
Transportation and storage	12,136	2,496	1,119	438	3,528	19,718
Accommodation and food services activities	12,661	29,489	1,358	10,615	11,869	65,992
Information and communication	3,158	1,941	32	34	1,434	6,599
Financial and insurance activities	7,871	4,136	7	650	7,489	20,153
Real estate activities	395	4	0	14	167	580
Professional, Scientific and technical activities	5,145	73	0	62	865	6,146
Administrative and support service activities	527	189	70	70	517	1,373
Public administration and defense; compulsory social security	67,975	3,784	0	3,656	44,681	120,096
Education	92,195	7,853	112	365	10,697	111,222
Human health and social work activity	25,068	4,156	560	78	3,187	33,050
Art, entertainment and recreation	1,595	50	0	15	284	1,944
Other service activities	285	326	118	37	137	902
<b>Total</b>	<b>259,757</b>	<b>64,100</b>	<b>5,361</b>	<b>17,819</b>	<b>99,054</b>	<b>446,092</b>

**Table 5.4.5: Composition of Annual Wage Bill by Industry; 2016/17 – Government  
(Million TZS)**

<b>Industry</b>	<b>Salary</b>	<b>Free Ration</b>	<b>Other Benefit</b>	<b>Wage bill</b>
Agriculture, forestry and fishing	10,548	1	2,918	13,467
Manufacturing	558	28	558	1,144
Water supply; sewerage, waste management and remediation activities	4,313	6	639	4,957
Construction	3,953	0	530	4,483
Professional, Scientific and technical activities	3,238	54	538	3,829
Public administration and defense; compulsory social security	63,879	3,156	40,316	107,350
Education	82,420	69	4,457	86,946
Human health and social work activity	23,185	3	2,822	26,010
Art, entertainment and recreation	1,316	7	194	1,518
<b>Total</b>	<b>193,409</b>	<b>3,324</b>	<b>52,973</b>	<b>249,706</b>

**Table 5.5.5: Composition of Annual Wage Bill by Industry; 2016/17 – Government  
Parastatal**

**(Million TZS)**

<b>Industry</b>	<b>Salary</b>	<b>Free Ration</b>	<b>Other Benefit</b>	<b>Wage bill</b>
Manufacturing	611	12	121	744
Electricity, gas, steam and air conditioning supply	3,517	883	3,568	7,967
Water supply; sewerage, waste management and remediation activities	2,556	1	525	3,082
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,693	162	1,064	2,919
Transportation and storage	10,072	382	2,976	13,430
Information and communication	1,879	25	497	2,401
Financial and insurance activities	9,990	575	6,838	17,403
Real estate activities	395	14	167	577
Professional, Scientific and technical activities	1,661	4	291	1,956
Public administration and defense; compulsory social security	6,746	500	3,715	10,961
Education	5,074	48	3,143	8,265
Art, entertainment and recreation	187	-	79	266
<b>Total</b>	<b>44,380</b>	<b>2,605</b>	<b>22,984</b>	<b>69,969</b>

**Table 5.6.5: Composition of Annual Wage Bill by Industry; 2016/17 – Private**

**(Million TZS)**

<b>Industry</b>	<b>Salary</b>	<b>Free Ration</b>	<b>Other Benefit</b>	<b>Wage bill</b>
Mining and Quarrying	760	6	0	766
Manufacturing	4,726	168	942	5,836
Construction	4,521	208	1,078	5,807
Wholesale and retail trade; repair of motor vehicles and motorcycles	4,580	310	2,255	7,145
Transportation and storage	5,680	56	552	6,288
Accommodation and food services activities	43,508	10,615	11,869	65,992
Information and communication	3,251	10	937	4,198
Financial and insurance activities	2,024	75	651	2,750
Real estate activities	4	0	0	4
Professional, Scientific and technical activities	319	5	36	361
Administrative and support service activities	786	70	517	1,373
Public administration and defense; compulsory social security	1,134	0	651	1,785
Education	12,666	248	3,097	16,010
Human health and social work activity	6,600	75	365	7,040
Art, entertainment and recreation	142	8	11	161
Other service activities	728	37	137	902
<b>Total</b>	<b>91,429</b>	<b>11,891</b>	<b>23,097</b>	<b>126,417</b>

**Table 6.1.6: Number of new workers employed by Sector and Sex; 2016/17**

<b>Sector</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Government	257	293	550
Government Parastatal	22	16	38
private	617	396	1,013
<b>Total Number</b>	<b>896</b>	<b>705</b>	<b>1,601</b>

**Table 6.2.6: Number of new workers employed by Occupation and sex; 2016/17**

<b>Occupation</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Legislators, Administrators and Managers	13	9	22
Professionals	122	109	231
Technicians and Associate professionals	251	240	491
Clerks	48	72	120
Service Workers and Shop Sales Workers	260	145	405
Skilled Agricultural and Fishery Workers	8	13	21
Craft and Related Workers	25	-	25
Plant and Machine Operators and Assemblers	39	6	45
Elementary Occupations	127	106	233
Security	3	5	8
<b>Total Number</b>	<b>896</b>	<b>705</b>	<b>1,601</b>

**Table 6.3.6: Number of new workers employed by Education Level and sex; 2016/17**

<b>Education Level</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Primary Education	108	77	185
Secondary O level	196	108	304
Secondary A level	20	16	36
Vocational Education	34	23	57
Certificate	311	314	625
Tertiary Non University	42	36	78
Tertiary university	185	131	316
<b>Total Number</b>	<b>896</b>	<b>705</b>	<b>1,601</b>

**Table 6.4.6: Number of new workers employed by Citizenship and sex; 2016/17**

<b>Citizenship</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Tanzanian	864	699	1,563
Kenyan	29	3	32
Uganda	1	0	1
Other	2	3	5
<b>Total Number</b>	<b>896</b>	<b>705</b>	<b>1,601</b>

**Table 6.5.6: Number of new workers employed by Starting salary and sex; 2016/17**

<b>Salary Range</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Under 100,000	67	51	118
100,000-199,999	235	141	376
200000-299999	170	198	368
300000-399999	182	139	321
400000-499999	54	53	107
500000	188	123	311
<b>Total Number</b>	<b>896</b>	<b>705</b>	<b>1,601</b>

## Appendix 2: Questionnaire

**CONFIDENTIAL**

FORM EES 2016/17



### REVOLUTIONARY GOVERNMENT OF ZANZIBAR OFFICE OF CHIEF GOVERNMENT STATISTICIAN

#### **EMPLOYMENT AND EARNINGS SURVEY 2016/17**

**NAME OF MINISTRY/COMPANY:.....**

**NAME OF ESTABLISHMENT:.....**

**THIS INFORMATION FOR:**

1. Unguja Only
2. Pemba Only
3. Unguja and Pemba

Office of Chief Government Statistician ,  
P.O Box 2321, Zanzibar  
Tel No 0772 335932 or 0777 496866

OR

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

**Explanatory Notes:**

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

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

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

.....  
.....  
.....  
.....

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

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

6. All persons receiving monthly, weekly or daily wages must be shown on this form even if they are on paid leave, absent or sick during 30th June 2017.

**SECTION A: IDENTIFICATION**

1 Name of establishment \_\_\_\_\_  
 \_\_\_\_\_

2 Locatoin:  
 Region \_\_\_\_\_  
 District \_\_\_\_\_  
 Shehia \_\_\_\_\_

<i>For office use only</i>	
Identity	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Ownership (Sector)	<input type="text"/>
ISIC Code	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Total number of Employees	
Class Size	<input type="text"/>

3 Adress:  
 P.O.Box \_\_\_\_\_ Tel. \_\_\_\_\_  
 Fax \_\_\_\_\_ Email: \_\_\_\_\_

**4 OWNERSHIP (write appropriate number)**

- 1 Government
- 2 Public Enterprises
- 3 International Organization
- 4 Citizen
- 5 Non Citizen
- 6 NGO's
- 7 Partnership with Government & Company or Government and Private
- 8 Private Partnership
- 9 Faith base Organisation

**SECTION B: DESCRIPTION OF BUSINESS**

**State main activity which is provided from your establishment. If you have more than one activity, state the main activity in number one and the second activity in number two.**

1 Name main crop grown/article made or repaired/type of service provided  
 \_\_\_\_\_  
 2 Name any other/crop grown/articles made or repaired/type of service produced  
 \_\_\_\_\_

**SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2017**

**(i) Permanent Employees**

State the cash earnings for the month of June, 2017 of all regular employees before any deduction (basic salary) Any allowance should be included in section E

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

Sex	Number of Regular Employees for the month of June, 2017		Cash earnings during June 2017 (to the nearest shillings)		Average Salary for the month of June, 2017
(a)	(b)		(c)		(d) = (c)/(b)
Males	01		02		
Females	03		04		
Total	05		06		

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

Sex	Number of Regular Employees for the month of June, 2017		Cash earnings during June 2017 (to the nearest shillings)		Average Salary for the month of June, 2017
(a)	(b)		(c)		(d) = (c)/(b)
Males	07		08		
Females	09		10		
Total	11		12		

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

Sex	Number of Regular Employees for the month of June, 2017		Cash earnings during June 2017 (to the nearest shillings)		Average Salary for the month of June, 2017
(a)	(b)		(c)		(d) = (c)/(b)
Males	13		14		
Females	15		16		
Total	17		18		

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

Sex	Number of Regular Employees for the month of June, 2017		Cash earnings during June 2017 (to the nearest shillings)		Average Salary for the month of June, 2017
(a)	(b)		(c)		(d) = (c)/(b)
Males	19		20		
Females	21		22		
Total	23		24		

**(ii) Temporary Employees in Contract Basis**

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

Sex	Number of Regular Employees for the month of June, 2017		Cash earnings during June 2017 (to the nearest shillings)		Average Salary for the month of June, 2017
(a)	(b)		(c)		(d) = (c)/(b)
Males	01		02		
Females	03		04		
Total	05		06		

**Citizen (Tanzanian's) with Aged 35 years and above**

Sex	Number of Regular Employees for the month of June, 2017		Cash earnings during June 2017 (to the nearest shillings)		Average Salary for the month of June, 2017
(a)	(b)		(c)		(d) = (c)/(b)
Males	07		08		
Females	09		10		
Total	11		12		

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

Sex	Number of Regular Employees for the month of June, 2017		Cash earnings during June 2017 (to the nearest shillings)		Average Salary for the month of June, 2017
(a)	(b)		(c)		(d) = (c)/(b)
Males	13		14		
Females	15		16		
Total	17		18		

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

Sex	Number of Regular Employees for the month of June, 2017		Cash earnings during June 2017 (to the nearest shillings)		Average Salary for the month of June, 2017
(a)	(b)		(c)		(d) = (c)/(b)
Males	19		20		
Females	21		22		
Total	23		24		

**SECTION D**

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

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

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

**(b) Workers with Disability**

Types of Contract	Male	Female	Total
Permanent			
Temporary			

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

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

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

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

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

**SECTION F: CASUAL WORKERS**

Citizenship	Sex	Number of casual workers employed as on 30th June 2017	Total person days worked during June, 2017	Total cash earnings for the month of June 2017	Average Salary for the month of June, 2017
(a)	(b)	(c)	(d)	(e)	(f) = (e)/(c)
Citizen (Tanzanian's) youth Aged 15 -35 years	Males	01	02	03	
	Females	04	05	06	
	Total	07	08	09	
Citizen (Tanzanian's) with Aged 36 years and	Males	10	11	12	
	Females	13	14	15	
	Total	16	17	18	

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

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

**SECTION G: BENEFITS (TSH)**

**BENEFITS: Other benefits who are paid to employees only from July 2016 to June 2017**

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

**Note:**

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

SECTION: H

NUMBER OF NEW WORKERS EMPLOYED DURING THE LAST 12 MONTHS

JULY 2016 - JUNE 2017

Serial Number	1.Occupational Tittle  (write in full)  eg. Accountant Nurse, doctor secondary teacher etc	For Official Use Only			3a. Main subject of training  eg. Accountancy	For Official Use Only			4. Existing vacancies are due to  Fill vacant.....1 Unfilled post.....2 New position.....3	6.Starting Salary  (basic salary)  (Tshs.)	7. Workers by Gender	
		TASCO	2. Highest level of education  Tertiary University.....1 Tertiary Non University....2 Certificate/Diploma .....3 Vocational Education .....4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7			4.Citizenship  Tanzania .1 Kenya. ...2 Uganda... 3 Burundi ....4 Ruwanda.5 Other .....6	Total					
			Male	Female								
1												
2												
3												
4												
5												
6												
7												
8												
9												
10												
11												
12												

SECTION I:

CURRENT JOB VACANCIES FOR THE LAST 12 MONTHS ( JULY 2016 - JUNE 2017)

Serial Number	1.Occupational Tittle  (write in full)  eg. Accountant Nurse, doctor secondary teacher etc	2. Number of vacancies  <i>For Official Use Only</i>					3. Required level of education Tertiary University.....1 Tertiary Non Universit.....2 Certificate/diploma)... ..3 Vocational Education .....4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7	4. Existing vacancies are			5. Required work experience			NUMBER OF WORKERS IN THE ESTABLISHMENT			
								6. Number of retired workers			7. Number of quit or dismissed workers						
								Male	Female	Male	Female	Male	Female	Male	Female		
1																	
2																	
3																	
4																	
5																	
6																	
7																	
8																	
9																	
10																	
11																	
12																	

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

Name.....

Tel No.....

Signature.....

Date.....

THANK YOU FOR YOUR CO - OPERATION

## Appendix 3: Industrial Classification

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

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

### A: Agriculture, Forestry and Fishing

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

### B: Mining and Quarrying

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

### C: Manufacturing

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

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

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

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

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

## F: Construction

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

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

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

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

## H: Transportation and storage

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

## I: Accommodation and food service activities

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

## J: Information and communication

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

## K: Financial and insurance activities

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

## L: Real estate activities

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

## M: Professional, scientific and technical activities

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

## N: Administrative and support service activities

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

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

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

## P: Education

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

## Q: Human health and social work activities

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

## R: Arts, entertainment and recreation

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

## S: Other service activities

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

## U: Activities of extraterritorial organizations and bodies

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