

# Tanzania - Formal Sector Employment and Earnings Survey 2016/2017

**The Office of Chief Government Statistician**

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## Identification

SURVEY ID NUMBER  
TZA-2016-FSEES-v01-M

TITLE  
Formal Sector Employment and Earnings Survey 2016/2017

COUNTRY

Name	Country code
Zanzibar, Tanzania	TZA

STUDY TYPE  
Enterprise Survey [en/oth]

SERIES INFORMATION

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

ABSTRACT

Formal Employment and Earnings is an annual survey conducted by the Office of the Chief Government Statistician, Labour Statistics Unit under Social Statistics Section. The main objective of the survey is to provide information on employment and earnings 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.

#### KIND OF DATA

Administrative records data [adm]

#### UNIT OF ANALYSIS

Establishments

## Version

#### VERSION DESCRIPTION

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

#### VERSION DATE

2017-12

## Scope

#### NOTES

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

SECTION A: Identification

SECTION B: Description of Business

SECTION C: Employment and earnings as at 30 June 2017

SECTION D: Wage rate (shs per month)

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

SECTION E: Casual Workers

SECTION F: BENEFITS Includes other benefits who are paid employees from July 2016 to June 2017

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

SECTION H: Current Job Vacancies For The Last 12 Months ( JULY 2016 - JUNE 2017)

## Coverage

#### GEOGRAPHIC COVERAGE

Zanzibar

#### UNIVERSE

All Government, Parastatal institutions as well as registered Private establishments with five or more employees.

## Producers and sponsors

#### PRIMARY INVESTIGATORS

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

#### FUNDING AGENCY/SPONSOR

Name	Abbreviation
Revolutionary government of Zanzibar	RGoZ

## Sampling

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### SAMPLING PROCEDURE

Not stated in the report

### DEVIATIONS FROM THE SAMPLE DESIGN

Not stated in the report

### RESPONSE RATE

Not stated in the report

### WEIGHTING

Not stated in the report

## Data Collection

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### DATES OF DATA COLLECTION

Start	End
2016-07-01	2017-06-30

### DATA COLLECTION MODE

Mail Questionnaire [mail]

### SUPERVISION

Not stated in the report

### DATA COLLECTION NOTES

Not stated in the report

### DATA COLLECTORS

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

## Data Processing

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### DATA EDITING

Not stated in the report

## Data Appraisal

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### ESTIMATES OF SAMPLING ERROR

Not stated in the report

### DATA APPRAISAL

Not stated in the report

## Access policy

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### CONTACTS

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**CITATION REQUIREMENTS**

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

**ACCESS AUTHORITY**

Name	Affiliation	Email	URL
Chief government Statistician	Office of the Chief Government Statistician	gs@ocgs.go.tz	<a href="http://www.ocgs.go.z">www.ocgs.go.z</a>

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## Metadata production

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**DDI DOCUMENT ID**

DDI-TZA-2016-2017-FSEES-v01-M-OCGS

**PRODUCERS**

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

**DATE OF METADATA PRODUCTION**

2023-11-13

**DDI DOCUMENT VERSION**

Version 1.0

**Data Dictionary**

Data file	Cases	Variables
<b>emp cleaned 2016-2017</b>		
Identification		
The file contain data related to:		
Identification		
Description of Business		
Employment and earnings as at 30 June 2017		
Wage rate (shs per month)	886	496
The Distribution of Permanent Employees according to the their experiences		
The Distribution of Temporary Employees in Contract Basis according to their Experiences		
Casual Workers		
Benefits; Includes other benefits who are paid employees from July 2016 to June 2017		
Number of New Workers Employed During the Last 12 Months		
Current Job Vacancies For The Last 12 Months ( JULY 2016 - JUNE 2017)		