

Tanzania - FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2019/2020

Office of the Chief Government Statistician

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Identification

SURVEY ID NUMBER
TZA-2019-2020-FSEES-v01-M

TITLE
FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2019/2020

COUNTRY

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

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

Employment
The total employment in formal sector was 67,095 out of whom 36,953 (55.1 percent) were males and 30,142 (44.9 percent) were females. Out of total employment, 52.8 percent were engaged in Government sector, 37.6 percent in Private sector and 9.6 percent in Parastatals. Classification by terms of employment reported that 64.0 percent (42,970 employees) were regular employees. Contractual and casual employees comprised 32.8 percent (21,997 employees) and 3.2 percent (2,128 employees) respectively. Non-citizen employees account for only 1.4 percent of total employment. The distribution of employment by industry shows that about 26.7 percent of employees were engaged in Education sector while 18.8 percent were in Accommodation and food services activities. The industry with the least number of employees was real estate which has 0.2 percent of total employment.

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

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

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

New Employees

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

New Vacancies, Retired and Fired/Quit Employees

The findings indicate that, the largest proportion of new vacancies in 2019/20 were in government sector (94.3 percent) compared with the remaining sectors. Largest proportion of new vacancies require Certificate (45.4 percent) followed by tertiary university (28.5 percent) of which most of such vacancies were candidates in Technicians and Associate professionals. However, the result shows that, the total number of retired employees in 2019/20 was 4,330 persons of whom 3,926 persons were in the Government sector, 349 persons in Government Parastatals and 55 persons in the Private sector. In addition, both Government and Government Parastatals sectors had higher proportions of male fired/quit employees than female employees unlike Private sector

KIND OF DATA

Administrative records data [adm]

UNIT OF ANALYSIS

Establishments.

Version

VERSION DESCRIPTION

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

VERSION DATE

2021-03

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 Tanzania Standard Classification of Occupation (TASCO) codes revised from ISCO 1988 in classifying employees by occupation.

SECTION A: Identification

SECTION B: Description of Business

SECTION C: Employment and earnings as at 30 June 2020

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 2019 to June 2020

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

SECTION H: Current Job Vacancies For The Last 12 Months (JULY 2019- JUNE 2020)

Coverage

GEOGRAPHIC COVERAGE

Zanzibar

UNIVERSE

The survey covers Government Ministries, Government Parastatal, and registered Private Institutions.

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
Office of the Chief Government Statistician	OCGS

Sampling

SAMPLING PROCEDURE

Not included in the report

DEVIATIONS FROM THE SAMPLE DESIGN

No deviation from the sample

RESPONSE RATE

Not included in the report

WEIGHTING

Not included in the report

Data Collection

DATES OF DATA COLLECTION

Start	End
2019-07-01	2020-06-30

DATA COLLECTION MODE

Mail Questionnaire [mail]

DATA COLLECTION NOTES

Data collection covered Government, Government Parastatal institutions as well as registered Private establishments. This survey excludes militaries, servants in private households, non-salaried working proprietors, and non-salaried family workers.

DATA COLLECTORS

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

Access policy

CONTACTS

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Metadata production

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PRODUCERS

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

DATE OF METADATA PRODUCTION

2023-11-17

DDI DOCUMENT VERSION

Version 1.0

Data Dictionary

Data file	Cases	Variables
emp cleaned 2019-2020	991	662