



REVOLUTIONARY GOVERNMENT OF ZANZIBAR



OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

# FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2018/2019



## ANALYTICAL REPORT

**OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN**

**FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY  
REPORT, 2018/2019**

**MARCH, 2019**

## 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 2018/2019 FSEES report provides the basis of information on employment and earnings, which cover Government Ministries, Government Parastatal, and registered Private Institutions. The survey excludes militaries, servants in private households, non-salaried working proprietors and non-salaried family workers. In terms of earnings, the survey captures only payments made in cash or in kind paid to employees. The survey excludes all payments 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                       |

## EXECUTIVE SUMMARY

Formal Sector 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 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 six chapters, namely: Concept, Definition and Survey Methodology, Employment, Wage rate, Cash earnings, Wage bill, New Employees, retired and fired/quit employees.

### **Employment**

The total employment in formal sector was 62,804 out of whom 34,988 (55.7 percent) were males and 27,816 (44.3 percent) were females. Out of total employment, 51.5 percent were engaged in Government sector, 38.2 percent in Private sector and 10.3 percent in Parastatals.

Classification by terms of employment reported that 61.7 percent (38,750 employees) were regular employees. Contractual and casual employees comprised 34.7 percent (21,782 employees) and 3.6 percent (2,272 employees) respectively. Non-citizen employees account for only 1.3 percent of total employment.

The distribution of employment by industry shows that about 26.8 percent of employees were engaged in Education sector while 19.7 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 (37.9 percent) of regular citizen employees earn between TZS 300,000 and TZS 399,999 per months. About 40 percent of the government and 43.3 percent of private sector regular citizen employees earn between TZS 300,000 and TZS 399,999 while 41.9 percent of parastatals employees earn 600,000 and above per month. Both male and female regular citizen employees account for 39.0 and 36.8 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 530,651 per month where males earn TZS 542,156 and females earn TZS 520,421 per month. The average monthly salary of Parastatal employees was observed to be TZS 701,524; the private employees' average salary was 565,308 while for Government employees it was 501,810.

## **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 compare with percentage share of other benefit and free rations. On average, the percentage share of annual salary from the total wage bill was 75.4 percent while the percentage share of other benefits was 20.8 percent.

## **New Employees, Retired and Fired/Quit**

The total number of employees employed in 2018/19 was 3,332 persons of whom 1,648 employees (49.5 percent) were males and 1,684 employees (50.5 percent) were females. Out of total new employees, 54.7 percent were employed in the Government sector, 9.4 percent in Government Parastatals and 35.9 percent in the Private sector.

However, the result shows that, the total number of retired employees in 2018/19 was 994 persons of whom 781 persons were in Government sector, 109 persons in Government Parastatals and 104 persons in the Private sector. In addition, the proportions of male fired/quit employees were higher than female employees in all sectors.

## Summary of Key Indicators by Sex, 2018/19 Formal Sector Employment and Earnings Survey

| Indicators  | Male           | Female         | Total          |
|---|----------------|----------------|----------------|
| <b>Total Employees by Sector</b>  | <b>34,988</b>  | <b>27,816</b>  | <b>62,804</b>  |
| Government  | 14,562         | 17,753         | 32,315         |
| Government Parastatal   | 4,395          | 2,085          | 6,480          |
| Private   | 16,031         | 7,978          | 24,009         |
| <b>Youth Employees (Age 15-35)</b>  | <b>15,850</b>  | <b>12,141</b>  | <b>27,991</b>  |
| Government  | 3,925          | 5,645          | 9,570          |
| Government Parastatal   | 1,289          | 737            | 2,026          |
| Private   | 10,636         | 5,759          | 16,395         |
| <b>Adult Employees (Age 36+)</b>  | <b>19,138</b>  | <b>15,675</b>  | <b>34,813</b>  |
| Government  | 10,637         | 12,108         | 22,745         |
| Government Parastatal   | 3,106          | 1,348          | 4,454          |
| Private   | 5,395          | 2,219          | 7,614          |
| <b>Total Employment by Types of Contract</b>                              | <b>34,988</b>  | <b>27,816</b>  | <b>62,804</b>  |
| Regular Employees   | 19,144         | 19,606         | 38,750         |
| Temporary Employees   | 14,297         | 7,485          | 21,782         |
| Casual Employees  | 1,547          | 725            | 2,272          |
| <b>Total Employment by Citizenship</b>                                    | <b>34,988</b>  | <b>27,816</b>  | <b>62,804</b>  |
| Citizen   | 34,402         | 27,585         | 61,987         |
| Non-citizen   | 586            | 231            | 817            |
| <b>Distribution of Regular Citizen Employees by Sector and Wage Rates</b> |                |                |                |
| <b>Government</b>   | <b>13,836</b>  | <b>17,276</b>  | <b>31,112</b>  |
| Below TZS 200,000   | 0              | 0              | 0              |
| Between 200,000 and 499,999   | 8,819          | 12,422         | 21,241         |
| TZS 500,000+  | 5,017          | 4,854          | 9,871          |
| <b>Government Parastatal</b>  | <b>3,510</b>   | <b>1,611</b>   | <b>5,121</b>   |
| Below TZS 200,000   | 0              | 0              | 0              |
| Between 200,000 and 499,999   | 1,375          | 642            | 2,017          |
| TZS 500,000+  | 2,135          | 969            | 3,104          |
| <b>Private</b>  | <b>1,768</b>   | <b>709</b>     | <b>2,477</b>   |
| Below TZS 200,000   | 62             | 73             | 135            |
| Between 200,000 and 499,999   | 1,182          | 388            | 1,570          |
| TZS 500,000+  | 524            | 248            | 772            |
| <b>Average Monthly Salary of Regular Citizen Employees by Sector</b>      | <b>542,156</b> | <b>520,421</b> | <b>530,651</b> |
| Government  | 510,613        | 495,784        | 501,810        |
| Government Parastatal   | 707,003        | 691,722        | 701,524        |
| Private   | 525,620        | 680,089        | 565,308        |
| <b>Employees with disability by Types of Contract</b>                     | <b>161</b>     | <b>107</b>     | <b>268</b>     |
| Permanent disable   | 136            | 96             | 232            |
| Temporary disable   | 25             | 11             | 36             |
| <b>Total New Employees by sector</b>                                      | <b>1,648</b>   | <b>1,684</b>   | <b>3,332</b>   |
| Government  | 780            | 1,044          | 1,824          |
| Government Parastatal   | 182            | 130            | 312            |
| Private   | 686            | 510            | 1,196          |

# 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
- Total number retired and fired/quit employees

## 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 Tanzania Standard Classification of Occupation (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 2018/2019 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.

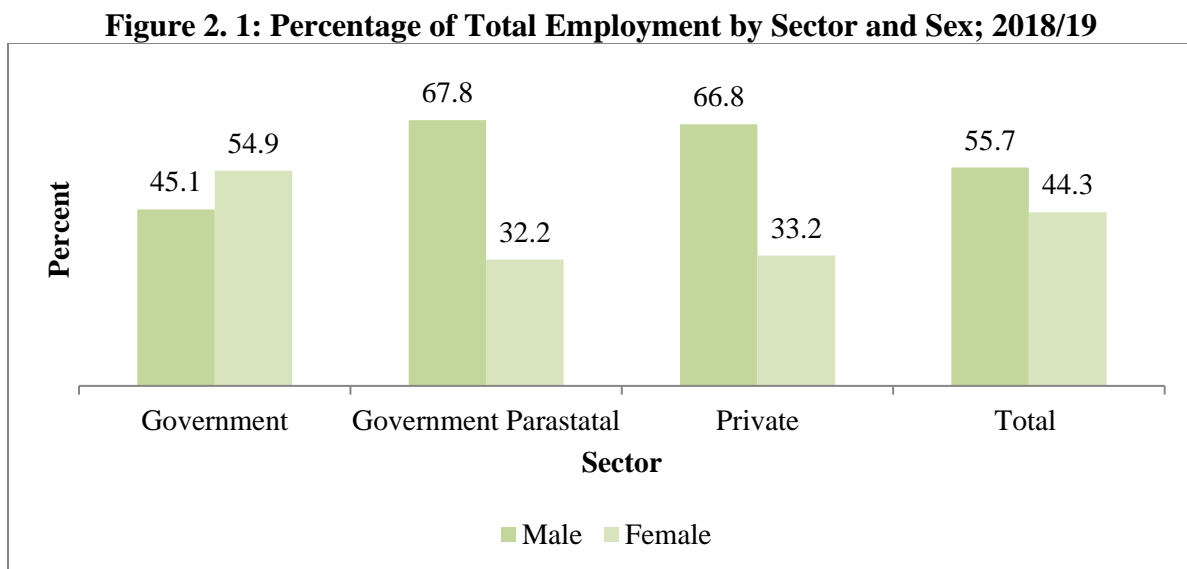
## CHAPTER TWO: EMPLOYMENT

### 2.0 Introduction

This chapter presents total employment as at June, 2019 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. Also shows number of employees with disability.

### 2.1 Employment by Sector

The results from Figure 2.1 revealed that, almost 55.7 percent of total employees were male employees while 44.3 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 (45.1 percent) and females (54.9 percent) were almost the same.



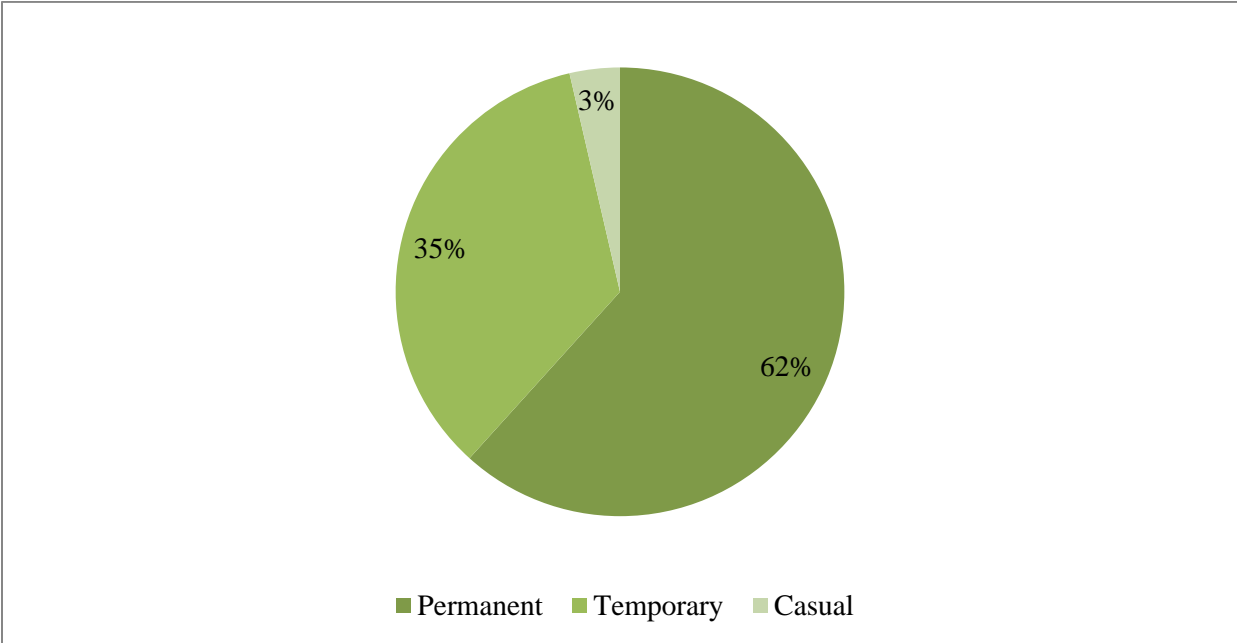
The result shows that, the total employment in 2018/19 increased to 62,804 employees from 59,079 employees in 2017/18. Furthermore, the results indicate that the government sector is still an important sector in terms of employment with 32,315 employees in 2018/19 which is higher compared to government parastatal and private sector with (6,480 and 24,009 employees) respectively. Private sector had higher number of employees compared with increment where employees increased from 21,319 employees in 2017/18 to 24,009 employees in 2018/19, Table 2.1.

**Table 2. 1: Number of Total Employment by Sector and Sex; 2017/18 and 2018/2019**

| Sector                | 2017/2018     |               |               | 2018/2019     |               |               |
|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                       | Male          | Female        | Total         | Male          | Female        | Total         |
| Government            | 14,975        | 17,169        | 32,144        | 14,562        | 17,753        | 32,315        |
| Government Parastatal | 3,639         | 1,977         | 5,616         | 4,395         | 2,085         | 6,480         |
| Private               | 14,206        | 7,113         | 21,319        | 16,031        | 7,978         | 24,009        |
| <b>Total</b>          | <b>32,820</b> | <b>26,259</b> | <b>59,079</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

The analysis from the findings depicts that, about three quarters (62 percent) of total employees have permanent contracts and 3 percent) were casually employed, Figure 2.2

**Figure 2. 2: Percentage Distribution of Total Employment by Types of Contract; 2018/19**



Eight in every ten (80.3 percent) of permanent employees were engaged in government sector and there were no employees with casual contracts the same as for Government Parastatal sector. Private sector has more employees with temporary contract with 88.2 percent.

Among permanent male employed 72.3 percent were engaged in government sector the same for female with 87.3 percent. For temporary employees, majority of them were engaged in private sector both male and female with 88.7 percent and 87.3 percent respectively and all employees with casual contracts were employed in the private sector. Table 2.2.

**Table 2. 2: Percentage Distribution of Total Employment by Sector, Types of Contract and Sex; 2018/19**

| Sector                | Permanent     |               |               | Temporary     |              |               | Casual       |            |              | Total         |               |               |
|-----------------------|---------------|---------------|---------------|---------------|--------------|---------------|--------------|------------|--------------|---------------|---------------|---------------|
|                       | Male          | Female        | Total         | Male          | Female       | Total         | Male         | Female     | Total        | Male          | Female        | Total         |
| Government            | 72.3          | 88.1          | 80.3          | 5.1           | 6.4          | 5.5           | -            | -          | -            | 41.6          | 63.8          | 51.5          |
| Government Parastatal | 18.3          | 8.2           | 13.2          | 6.2           | 6.3          | 6.2           | -            | -          | -            | 12.6          | 7.5           | 10.3          |
| Private               | 9.4           | 3.7           | 6.5           | 88.7          | 87.3         | 88.2          | 100          | 100        | 100          | 45.8          | 28.7          | 38.2          |
| <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>19,144</b> | <b>19,606</b> | <b>38,750</b> | <b>14,297</b> | <b>7,485</b> | <b>21,782</b> | <b>1,547</b> | <b>725</b> | <b>2,272</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

The results in Table 2.3 indicate that private sector had the highest proportion of youth (15-35 years) employees (58.6 percent) compared with the remaining sectors. In addition, Private sector has more temporary employees (90.7 percent) with contract basis than other two remaining sectors.

Seven in every ten (77.6 percent) of permanent employees were engaged in government sector and there were no employees with casual contracts the same as for Government Parastatal sector. Private sector has more employees with temporary contract with 90.7 percent.

Among permanent male youth, employed aged 15-35 years 66.9 percent were engaged in government sector the same for female with 87 percent. For temporary employees majority of them were engaged in private sector both male and female with 91.8 percent and 88.7 percent respectively and all employees with casual contracts were employed in the private sector.

**Table 2. 3: Percentage Distribution of Youth (Age 15-35) Employees by Sector, Type of Contract and Sex; 2018/19**

| Sector                | Permanent    |              |               | Temporary    |              |               | Casual     |            |              | Total         |               |               |
|-----------------------|--------------|--------------|---------------|--------------|--------------|---------------|------------|------------|--------------|---------------|---------------|---------------|
|                       | Male         | Female       | Total         | Male         | Female       | Total         | Male       | Female     | Total        | Male          | Female        | Total         |
| Government            | 66.9         | 87.0         | 77.6          | 3.0          | 6.0          | 4.1           | 0          | 0          | 0            | 24.8          | 46.5          | 34.2          |
| Government Parastatal | 14.6         | 7.3          | 10.7          | 5.2          | 5.3          | 5.2           | 0          | 0          | 0            | 8.1           | 6.1           | 7.2           |
| Private               | 18.4         | 5.7          | 11.7          | 91.8         | 88.7         | 90.7          | 100        | 100        | 100          | 67.1          | 47.4          | 58.6          |
| <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>5,437</b> | <b>6,108</b> | <b>11,545</b> | <b>9,494</b> | <b>5,489</b> | <b>14,983</b> | <b>919</b> | <b>544</b> | <b>1,463</b> | <b>15,850</b> | <b>12,141</b> | <b>27,991</b> |

Table 2.4 shows that, government sector has high proportion of adult employees (65.3 percent) compared with other sectors. Also Government sector employed more permanent adult male employees (74.4 percent) while more adult male employees with temporary employment (82.7 percent) were employed in the private sector.

**Table 2. 4: Percentage Distribution of Adult (Age 36+) Employees by Sector, Type of Contract and Sex; 2018/19**

| Sector                | Permanent     |               |               | Temporary    |              |              | Casual     |            |            | Total         |               |               |
|-----------------------|---------------|---------------|---------------|--------------|--------------|--------------|------------|------------|------------|---------------|---------------|---------------|
|                       | Male          | Female        | Total         | Male         | Female       | Total        | Male       | Female     | Total      | Male          | Female        | Total         |
| Government            | 74.4          | 88.6          | 81.4          | 9.2          | 7.5          | 8.7          | 0          | 0          | 0          | 55.6          | 77.2          | 65.3          |
| Government Parastatal | 19.8          | 8.6           | 14.3          | 8.2          | 9.1          | 8.4          | 0          | 0          | 0          | 16.2          | 8.6           | 12.8          |
| Private               | 5.8           | 2.8           | 4.3           | 82.7         | 83.4         | 82.9         | 100        | 100        | 100        | 28.2          | 14.2          | 21.9          |
| <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>13,707</b> | <b>13,498</b> | <b>27,205</b> | <b>4,803</b> | <b>1,996</b> | <b>6,799</b> | <b>628</b> | <b>181</b> | <b>809</b> | <b>19,138</b> | <b>15,675</b> | <b>34,813</b> |

The government sector has more skilled employees (46.6 percent) followed by professional employees (30.3 percent) and unskilled employees (21.8 percent). Private sector has more skilled employees (57.3) followed by unskilled employees (16.6), Table 2.5.

**Table 2. 5: Distribution of Permanent Employees by Profession and Sector; 2018/19**

| <b>Sector</b>         | <b>Leader</b> | <b>Professional</b> | <b>Skilled</b> | <b>Unskilled</b> | <b>Percent</b> | <b>Number</b> |
|-----------------------|---------------|---------------------|----------------|------------------|----------------|---------------|
| Government            | 1.3           | 30.3                | 46.6           | 21.8             | 100.0          | 31,112        |
| Government Parastatal | 2.3           | 30.4                | 38.4           | 28.9             | 100.0          | 5,121         |
| Private               | 10.4          | 15.7                | 57.3           | 16.6             | 100.0          | 2,517         |
| <b>Total</b>          | <b>2.0</b>    | <b>29.4</b>         | <b>46.3</b>    | <b>22.4</b>      | <b>100.0</b>   | <b>38,750</b> |

Note: For the purpose of this survey an employee is counted skilled if and only if in current job use his/her skills otherwise he will not be counted as skilled.

Out of 17,922 skilled employees, government sector has high number of professional employees for both female (4907 employees) and male (4519 employees). Most of leader employees were male in both sectors while the parastatal sector had more than two third of their employees with professional or skilled, Table 2.6.

**Table 2. 6: Distribution of Permanent Employees by Profession; Sector and Sex; 2018/19**

| Sector                | Leader     |            |            | Professional |              |               | Skilled      |               |               | Unskilled    |              |              | Total         |               |               |
|-----------------------|------------|------------|------------|--------------|--------------|---------------|--------------|---------------|---------------|--------------|--------------|--------------|---------------|---------------|---------------|
|                       | Male       | Female     | Total      | Male         | Female       | Total         | Male         | Female        | Total         | Male         | Female       | Total        | Male          | Female        | Total         |
| Government            | 282        | 113        | 395        | 4,519        | 4,907        | 9,426         | 5,079        | 9,432         | 14,511        | 3,956        | 2,824        | 6,780        | 13,836        | 17,276        | 31,112        |
| Government Parastatal | 88         | 28         | 116        | 1,026        | 533          | 1,559         | 1,338        | 630           | 1,968         | 1,058        | 420          | 1,478        | 3,510         | 1,611         | 5,121         |
| Private               | 179        | 82         | 261        | 250          | 145          | 395           | 1,083        | 360           | 1,443         | 286          | 132          | 418          | 1,798         | 719           | 2,517         |
| <b>Total</b>          | <b>549</b> | <b>223</b> | <b>772</b> | <b>5,795</b> | <b>5,585</b> | <b>11,380</b> | <b>7,500</b> | <b>10,422</b> | <b>17,922</b> | <b>5,300</b> | <b>3,376</b> | <b>8,676</b> | <b>19,144</b> | <b>19,606</b> | <b>38,750</b> |

The government sector has more unskilled employees (61.1percent) followed by skilled employees (27.6 percent) and for private sector has more skilled employees (54 percent) followed by unskilled employees (26.8 percent) while the parastatal sector, 61.2 percent of their temporary employees were unskilled, Table 2.7.

**Table 2. 7: Distribution of Temporary Employees by Profession and Sector; 2018/19**

| Sector                | Leader     | Professional | Skilled     | Unskilled   | Total        |
|-----------------------|------------|--------------|-------------|-------------|--------------|
| Government            | 4.2        | 7.1          | 27.6        | 61.1        | 100.0        |
| Government Parastatal | 3.0        | 23.2         | 12.6        | 61.2        | 100.0        |
| Private               | 9.7        | 9.5          | 54.0        | 26.8        | 100.0        |
| <b>Total</b>          | <b>9.0</b> | <b>10.2</b>  | <b>49.9</b> | <b>30.8</b> | <b>100.0</b> |

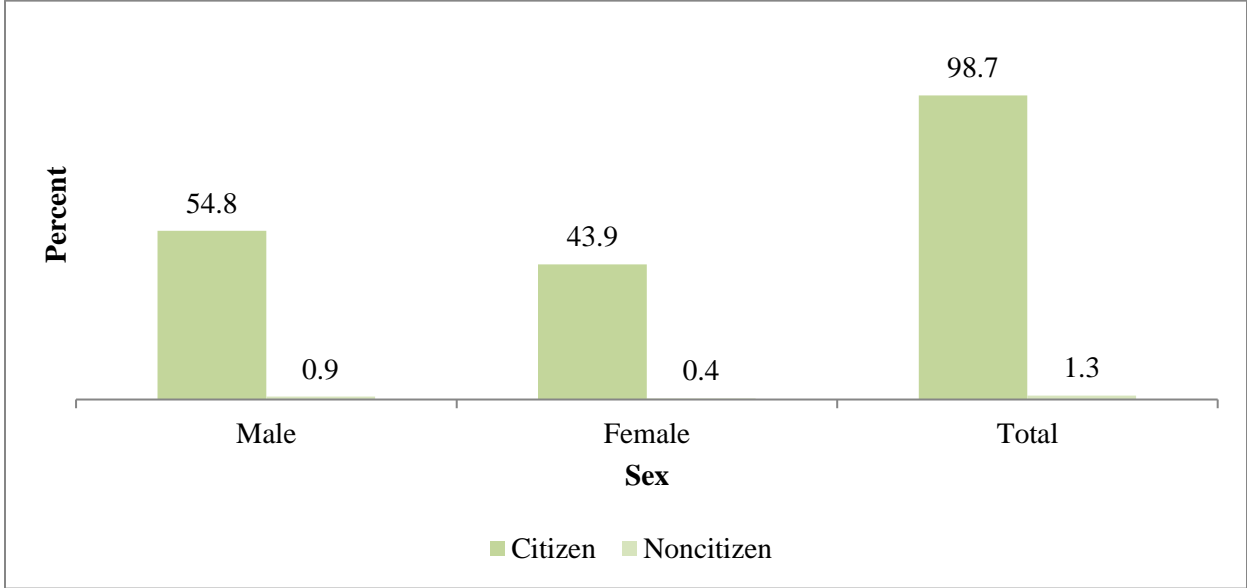
Table 2.8 shows that male temporary employees have higher number in all types of professionals and unskilled in private sectors, this also apply to female employees even though number of female employees was small compared to male employees.

**Table 2. 8: Distribution of Temporary Employees by Profession, Sector and Sex; 2018/19**

| Sector                | Leader      |            |              | Professional |            |              | Skilled      |              |               | Unskilled    |              |              | Total         |              |               |
|-----------------------|-------------|------------|--------------|--------------|------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|---------------|--------------|---------------|
|                       | Male        | Female     | Total        | Male         | Female     | Total        | Male         | Female       | Total         | Male         | Female       | Total        | Male          | Female       | Total         |
| Government            | 32          | 19         | 51           | 60           | 25         | 85           | 185          | 147          | 332           | 418          | 317          | 735          | 695           | 508          | 1,203         |
| Government Parastatal | 28          | 13         | 41           | 197          | 118        | 315          | 118          | 53           | 171           | 542          | 290          | 832          | 885           | 474          | 1,359         |
| Private               | 1337        | 529        | 1866         | 1,190        | 642        | 1,832        | 6,710        | 3,665        | 10,375        | 3,449        | 1,698        | 5,147        | 12,686        | 6,534        | 19,220        |
| <b>Total</b>          | <b>1397</b> | <b>561</b> | <b>1,958</b> | <b>1,447</b> | <b>785</b> | <b>2,232</b> | <b>7,013</b> | <b>3,865</b> | <b>10,878</b> | <b>4,409</b> | <b>2,305</b> | <b>6,714</b> | <b>14,266</b> | <b>7,516</b> | <b>21,782</b> |

Figure 2.3 reveals that, almost 98.7 percent of employees were citizen of which 54.8 percent were male employees and 43.9 percent were female employees. Non-citizens had a small proportion (1.3 percent) of the total employment.

**Figure 2. 3: Percentage Distribution of Total Employment by Citizenship and Sex; 2018/19**



Most of the citizen employees (Table 2.7) were in the Government sector (52.1 percent) while the majority of non-citizen employees (93.5 percent) worked in the private sector. The number of male and female non-citizen employees was higher in the Private sector which accounted for 93.9 and 92.6 percent respectively. Both male and female citizen employees were highly employed in Government sector (42.3 and 64.3 percent respectively).

**Table 2. 9: Percentage Distribution of Total Employment by Sector, Citizenship and Sex; 2018/19**

| Sector                | Citizen       |               |               | Noncitizen |            |            | Total         |               |               |
|-----------------------|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
|                       | Male          | Female        | Total         | Male       | Female     | Total      | Male          | Female        | Total         |
| Government            | 42.3          | 64.3          | 52.1          | 4.1        | 3.5        | 3.9        | 41.6          | 63.8          | 51.5          |
| Government Parastatal | 12.7          | 7.5           | 10.4          | 2.0        | 3.9        | 2.6        | 12.6          | 7.5           | 10.3          |
| Private               | 45.0          | 28.1          | 37.5          | 93.9       | 92.6       | 93.5       | 45.8          | 28.7          | 38.2          |
| <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>34,402</b> | <b>27,585</b> | <b>61,987</b> | <b>586</b> | <b>231</b> | <b>817</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

Table 2.8 shows that out of total employment, 268 employees were disable. Most of employees with disability (161 employees) were male than female (107 employees).

The government sector has more number of disabled employees (183 employees) compared with the remaining sectors.

**Table 2. 10: Number of Employees with Disability by Sector, Type of Contract and Sex; 2018/19**

| Sector                | Permanent  |           |            | Temporary |           |           | Total      |            |            |
|-----------------------|------------|-----------|------------|-----------|-----------|-----------|------------|------------|------------|
|                       | Male       | Female    | Total      | Male      | Female    | Total     | Male       | Female     | Total      |
| Government            | 96         | 84        | 180        | 2         | 1         | 3         | 98         | 85         | 183        |
| Government Parastatal | 19         | 6         | 25         | 7         | 6         | 13        | 26         | 12         | 38         |
| Private               | 21         | 6         | 27         | 16        | 4         | 20        | 37         | 10         | 47         |
| <b>Total</b>          | <b>136</b> | <b>96</b> | <b>232</b> | <b>25</b> | <b>11</b> | <b>36</b> | <b>161</b> | <b>107</b> | <b>268</b> |

## 2.2 Employment by Industry

Table 2.9 shows that, in 2018/19 there was high variation within industries whereby out of the total employment, education depict the highest number of 16,820 employees followed by accommodation and food services activities with 12,387 employees and public administration and defense, compulsory social security with 11,775 employees.

The industries with the least number of employees were real estate activities (107 employees) and Mining and quarrying (286 employees).

Education had a higher number of female employees (10,509 employees) compared with other industries in 2018/19. Generally, the number of male employees within the industries was higher compare with female employees in both 2017/18 and 2018/19.

**Table 2. 11: Number of Total Employees by Industry and Sex; 2017/18 and 2018/19**

| Industry   | 2017/2018     |               |               | 2018/2019     |               |               |
|--|---------------|---------------|---------------|---------------|---------------|---------------|
|  | Male          | Female        | Total         | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 1,337         | 848           | 2,185         | 1,298         | 937           | 2,235         |
| Mining and Quarrying   | 165           | 79            | 244           | 193           | 93            | 286           |
| Manufacturing  | 1,080         | 334           | 1,414         | 1,011         | 298           | 1,309         |
| Electricity, gas, steam and air conditioning supply                  | 630           | 126           | 756           | 624           | 127           | 751           |
| Water supply; sewerage, waste management and remediation activities  | 1,225         | 702           | 1,927         | 1,314         | 769           | 2,083         |
| Construction   | 1,318         | 198           | 1,516         | 1,132         | 181           | 1,313         |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 987           | 390           | 1,377         | 934           | 414           | 1,348         |
| Transportation and storage   | 1,584         | 759           | 2,343         | 1,913         | 804           | 2,717         |
| Accommodation and food services activities                           | 6,682         | 3,519         | 10,201        | 8,355         | 4,032         | 12,387        |
| Information and communication  | 689           | 533           | 1,222         | 662           | 489           | 1,151         |
| Financial and incurrence activities                                  | 503           | 313           | 816           | 532           | 300           | 832           |
| Real estate activities   | 45            | 28            | 73            | 68            | 39            | 107           |
| Professional, Scientific and technical activities                    | 444           | 240           | 684           | 437           | 244           | 681           |
| Administrative and support service activities                        | 427           | 106           | 533           | 426           | 107           | 533           |
| Public administration and defense; compulsory social security        | 7,269         | 4,173         | 11,442        | 7,212         | 4,563         | 11,775        |
| Education  | 6,074         | 10,382        | 16,456        | 6,311         | 10,509        | 16,820        |
| Human health and social work activity                                | 2,048         | 3,236         | 5,284         | 2,178         | 3,606         | 5,784         |
| Art, entertainment and recreation                                    | 160           | 130           | 290           | 221           | 153           | 374           |
| Other service activities   | 153           | 163           | 316           | 167           | 151           | 318           |
| <b>Total</b>   | <b>32,820</b> | <b>26,259</b> | <b>59,079</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

Table 2.10 shows that adult employees constitute a higher proportion of employees (34,813 employees) compared with youth employees (27,991 employees). The results also indicate that education had the highest proportion of adult employees (11,478 employees) while accommodation and food services activities had the highest proportion of youth employees (9,265 employees).

Furthermore, the results reveal gender disparities in most of the industries whereby most of adult male employees (4,364 employees) work in the public administration and defense; compulsory social security and adult female employees mostly were employed in education (7,249 employees). In addition, accommodation and food services activities had the highest proportion of youth male employees (6,044 employees) while youth female employees were mostly employed in Education industry (3,260 employees).

**Table 2. 12: Number of Total Employees by Industry, Age Group and Sex; 2018/19**

| Industry   | Youth (Age 15-35) |               |               | Adult (Age 36+) |               |               | Total         |               |               |
|--|-------------------|---------------|---------------|-----------------|---------------|---------------|---------------|---------------|---------------|
|  | Male              | Female        | Total         | Male            | Female        | Total         | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 300               | 335           | 635           | 998             | 602           | 1,600         | 1,298         | 937           | 2,235         |
| Mining and Quarrying   | 73                | 30            | 103           | 120             | 63            | 183           | 193           | 93            | 286           |
| Manufacturing  | 583               | 185           | 768           | 428             | 113           | 541           | 1,011         | 298           | 1,309         |
| Electricity, gas, steam and air conditioning supply                  | 230               | 52            | 282           | 394             | 75            | 469           | 624           | 127           | 751           |
| Water supply; sewerage, waste management and remediation activities  | 302               | 242           | 544           | 1,012           | 527           | 1,539         | 1,314         | 769           | 2,083         |
| Construction   | 311               | 57            | 368           | 821             | 124           | 945           | 1,132         | 181           | 1,313         |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 243               | 123           | 366           | 691             | 291           | 982           | 934           | 414           | 1,348         |
| Transportation and storage   | 661               | 310           | 971           | 1,252           | 494           | 1,746         | 1,913         | 804           | 2,717         |
| Accommodation and food services activities                           | 6,044             | 3,221         | 9,265         | 2,311           | 811           | 3,122         | 8,355         | 4,032         | 12,387        |
| Information and communication  | 448               | 295           | 743           | 214             | 194           | 408           | 662           | 489           | 1,151         |
| Financial and insurance activities                                   | 283               | 181           | 464           | 249             | 119           | 368           | 532           | 300           | 832           |
| Real estate activities   | 16                | 11            | 27            | 52              | 28            | 80            | 68            | 39            | 107           |
| Professional, Scientific and technical activities                    | 90                | 72            | 162           | 347             | 172           | 519           | 437           | 244           | 681           |
| Administrative and support service activities                        | 209               | 78            | 287           | 217             | 29            | 246           | 426           | 107           | 533           |
| Public administration and defense; compulsory social security        | 2,848             | 1,748         | 4,596         | 4,364           | 2,815         | 7,179         | 7,212         | 4,563         | 11,775        |
| Education  | 2,082             | 3,260         | 5,342         | 4,229           | 7,249         | 11,478        | 6,311         | 10,509        | 16,820        |
| Human health and social work activity                                | 959               | 1,831         | 2,790         | 1,219           | 1,775         | 2,994         | 2,178         | 3,606         | 5,784         |
| Art, entertainment and recreation                                    | 95                | 45            | 140           | 126             | 108           | 234           | 221           | 153           | 374           |
| Other service activities   | 73                | 65            | 138           | 94              | 86            | 180           | 167           | 151           | 318           |
| <b>Total</b>   | <b>15,850</b>     | <b>12,141</b> | <b>27,991</b> | <b>19,138</b>   | <b>15,675</b> | <b>34,813</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

Table 2.11 reveals that out of 32,315 Government employees, 40.5 percent of employees worked in education followed by 29.6 percent of employees who worked in public administration and defense; compulsory social security. Most male employees (36.9 percent) in Government sector work in “public administration and defense; compulsory social security” while most of female employees work in education (48.8 percent).

In the Parastatal sector, transportation and storage was a leading industry with 30.6 percent of employees followed by electricity, gas, steam and air conditioning supply accounting for 11.6 percent. Both males and females have a high proportion of employees working in transportation and storage (29.5 and 32.8 percent respectively).

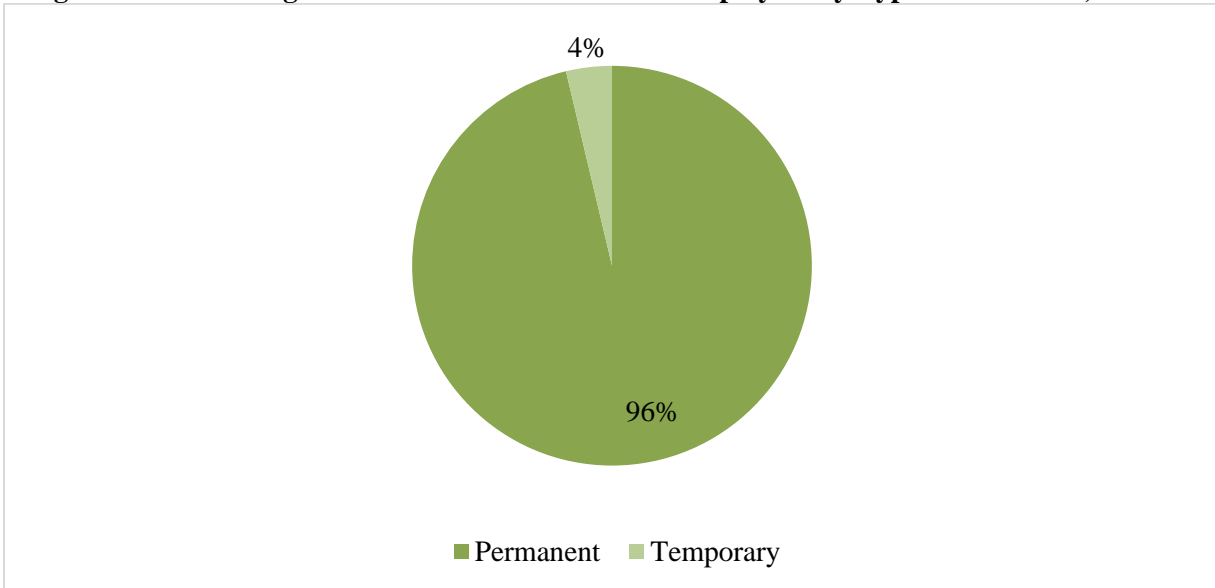
In the Private sector, accommodation and food services activities had the highest proportion of employees with 51.6 percent.

**Table 2. 13: Percentage Distribution of Total Employment by Industry, Sector and Sex; 2018/19**

| Industry   | Government    |               |               | Government Parastatal |              |              | Private       |              |               | Total         |               |               |
|--|---------------|---------------|---------------|-----------------------|--------------|--------------|---------------|--------------|---------------|---------------|---------------|---------------|
|  | Male          | Female        | Total         | Male                  | Female       | Total        | Male          | Female       | Total         | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 8.1           | 4.6           | 6.2           | -                     | -            | -            | 0.7           | 1.6          | 1.0           | 3.7           | 3.4           | 3.6           |
| Mining and Quarrying   | -             | -             | -             | -                     | -            | -            | 1.2           | 1.2          | 1.2           | 0.6           | 0.3           | 0.5           |
| Manufacturing  | -             | -             | -             | 2.6                   | 5.0          | 3.4          | 5.6           | 2.4          | 4.5           | 2.9           | 1.1           | 2.1           |
| Electricity, gas, steam and air conditioning supply                  | -             | -             | -             | 14.2                  | 6.1          | 11.6         | -             | -            | -             | 1.8           | 0.5           | 1.2           |
| Water supply; sewerage, waste management and remediation activities  | 4.6           | 3.5           | 4.0           | 13.7                  | 4.3          | 10.7         | 0.2           | 0.6          | 0.4           | 3.8           | 2.8           | 3.3           |
| Construction   | 4.3           | 0.6           | 2.3           | -                     | -            | -            | 3.2           | 1.0          | 2.4           | 3.2           | 0.7           | 2.1           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 0.7           | 0.1           | 0.4           | 2.6                   | 3.5          | 2.9          | 4.4           | 4.0          | 4.3           | 2.7           | 1.5           | 2.1           |
| Transportation and storage   | -             | -             | -             | 29.5                  | 32.8         | 30.6         | 3.8           | 1.5          | 3.1           | 5.5           | 2.9           | 4.3           |
| Accommodation and food services activities                           | -             | -             | -             | -                     | -            | -            | 52.1          | 50.5         | 51.6          | 23.9          | 14.5          | 19.7          |
| Information and communication  | -             | -             | -             | 4.2                   | 9.8          | 6.0          | 3.0           | 3.6          | 3.2           | 1.9           | 1.8           | 1.8           |
| Financial and insurance activities                                   | -             | -             | -             | 9.6                   | 11.8         | 10.3         | 0.7           | 0.7          | 0.7           | 1.5           | 1.1           | 1.3           |
| Real estate activities   | -             | -             | -             | 1.5                   | 1.7          | 1.5          | 0.0           | 0.0          | 0.0           | 0.2           | 0.1           | 0.2           |
| Professional, Scientific and technical activities                    | 2.5           | 1.2           | 1.8           | 1.0                   | 0.9          | 0.9          | 0.2           | 0.2          | 0.2           | 1.2           | 0.9           | 1.1           |
| Administrative and support service activities                        | -             | -             | -             | -                     | -            | -            | 2.7           | 1.3          | 2.2           | 1.2           | 0.4           | 0.8           |
| Public administration and defense; compulsory social security        | 36.9          | 23.6          | 29.6          | 11.3                  | 11.3         | 11.3         | 8.3           | 1.8          | 6.2           | 20.6          | 16.4          | 18.7          |
| Education  | 30.4          | 48.8          | 40.5          | 9.4                   | 11.3         | 10.0         | 9.2           | 20.2         | 12.8          | 18.0          | 37.8          | 26.8          |
| Human health and social work activity                                | 11.7          | 17.0          | 14.6          | -                     | -            | -            | 3.0           | 7.3          | 4.4           | 6.2           | 13.0          | 9.2           |
| Art, entertainment and recreation                                    | 0.7           | 0.6           | 0.6           | 0.5                   | 1.5          | 0.8          | 0.6           | 0.3          | 0.5           | 0.6           | 0.6           | 0.6           |
| Other service activities   | 0.0           | 0.0           | 0.0           | -                     | -            | -            | 1.0           | 1.9          | 1.3           | 0.5           | 0.5           | 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>14,562</b> | <b>17,753</b> | <b>32,315</b> | <b>4,395</b>          | <b>2,085</b> | <b>6,480</b> | <b>16,031</b> | <b>7,978</b> | <b>24,009</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

Permanent employees continue to dominant total employment in the government sector with (96 percent), the rest were temporary employees, as seen in the Figure 2.4.

**Figure 2.4: Percentage Distribution of Government Employees by Types of Contract; 2018/19**



Among Government employees who were working in the agriculture, forest and fishing, were all permanent employees of whom males had a higher proportion of 59.4 percent and females account for 40.6 percent. Most of temporarily employees were employed in water supply; sewerage, waste management and remediation activities which accounted for 21.1 percent whereby the proportion of male (11.6 percent) were higher than female (9.5 percent) Table 2.12.

**Table 2. 14: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2018/19 - Government**

| Industry   | Permanent     |               |               | Temporary  |            |              | Total         |               |               |
|--|---------------|---------------|---------------|------------|------------|--------------|---------------|---------------|---------------|
|  | Male          | Female        | Total         | Male       | Female     | Total        | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 59.4          | 40.6          | 100.0         | -          | -          | -            | 59.4          | 40.6          | 100.0         |
| Water supply; sewerage, waste management and remediation activities  | 40.3          | 38.7          | 78.9          | 11.6       | 9.5        | 21.1         | 51.8          | 48.2          | 100.0         |
| Construction   | 85.3          | 14.4          | 99.7          | 0.3        | -          | 0.3          | 85.6          | 14.4          | 100.0         |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 85.0          | 15.0          | 100.0         | -          | -          | -            | 85.0          | 15.0          | 100.0         |
| Professional, Scientific and technical activities                    | 62.7          | 36.7          | 99.3          | 0.5        | 0.2        | 0.7          | 63.2          | 36.8          | 100.0         |
| Public administration and defense; compulsory social security        | 50.8          | 40.3          | 91.0          | 5.4        | 3.5        | 9.0          | 56.2          | 43.8          | 100.0         |
| Education  | 33.5          | 66.1          | 99.6          | 0.3        | 0.1        | 0.4          | 33.8          | 66.2          | 100.0         |
| Human health and social work activity                                | 35.9          | 63.9          | 99.8          | 0.1        | 0.1        | 0.2          | 36.0          | 64.0          | 100.0         |
| Art, entertainment and recreation                                    | 48.5          | 51.5          | 100.0         | -          | -          | -            | 48.5          | 51.5          | 100.0         |
| Other service activities   | 25.0          | 75.0          | 100.0         | -          | -          | -            | 25.0          | 75.0          | 100.0         |
| <b>Total</b>   | <b>42.8</b>   | <b>53.5</b>   | <b>96.3</b>   | <b>2.2</b> | <b>1.5</b> | <b>3.7</b>   | <b>45.1</b>   | <b>54.9</b>   | <b>100.0</b>  |
| <b>Total Number</b>  | <b>13,836</b> | <b>17,276</b> | <b>31,112</b> | <b>726</b> | <b>477</b> | <b>1,203</b> | <b>14,562</b> | <b>17,753</b> | <b>32,315</b> |

Table 2.13 states that, 79.0 percent of the employees employed in Government Parastatal were permanent employees and 21.0 percent were employed on a temporary basis.

Real estate activities had the highest percentage of permanent employees (95.0 percent) compared with temporary employees at 5.0 percent. Financial and insurance activities had 49.5 percent of permanent employees of which 31.5 percent were male and 18.0 percent female.

**Table 2. 15: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2018/19 –Government Parastatal**

| Industry   | Permanent    |              |              | Temporary   |            |              | Total        |              |              |
|--|--------------|--------------|--------------|-------------|------------|--------------|--------------|--------------|--------------|
|  | Male         | Female       | Total        | Male        | Female     | Total        | Male         | Female       | Total        |
| Manufacturing  | 48           | 44.3         | 92.3         | 4.5         | 3.2        | 7.7          | 52.5         | 47.5         | 100          |
| Electricity, gas, steam and air conditioning supply                  | 83.1         | 16.9         | 100          | -           | -          | -            | 83.1         | 16.9         | 100          |
| Water supply; sewerage, waste management and remediation activities  | 71.7         | 12.4         | 84.1         | 15.3        | 0.6        | 15.9         | 87           | 13           | 100          |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 58.1         | 18.8         | 76.9         | 2.7         | 20.4       | 23.1         | 60.8         | 39.2         | 100          |
| Transportation and storage   | 41.5         | 21.7         | 63.2         | 24          | 12.8       | 36.8         | 65.5         | 34.5         | 100          |
| Information and communication  | 44.5         | 49.9         | 94.3         | 2.8         | 2.8        | 5.7          | 47.3         | 52.7         | 100          |
| Financial and insurance activities                                   | 31.5         | 18           | 49.5         | 31.5        | 18.9       | 50.5         | 63.1         | 36.9         | 100          |
| Real estate activities   | 59           | 36           | 95           | 5           | -          | 5            | 64           | 36           | 100          |
| Professional, Scientific and technical activities                    | 55.7         | 26.2         | 82           | 14.8        | 3.3        | 18           | 70.5         | 29.5         | 100          |
| Public administration and defense; compulsory social security        | 64.8         | 29.8         | 94.5         | 3.1         | 2.3        | 5.5          | 67.9         | 32.1         | 100          |
| Education  | 59           | 33.9         | 92.9         | 4.6         | 2.5        | 7.1          | 63.6         | 36.4         | 100          |
| Art, entertainment and recreation                                    | 42.6         | 57.4         | 100          | -           | -          | -            | 42.6         | 57.4         | 100          |
| <b>Total</b>   | <b>54.2</b>  | <b>24.9</b>  | <b>79</b>    | <b>13.7</b> | <b>7.3</b> | <b>21</b>    | <b>67.8</b>  | <b>32.2</b>  | <b>100</b>   |
| <b>Total Number</b>  | <b>3,510</b> | <b>1,611</b> | <b>5,121</b> | <b>885</b>  | <b>474</b> | <b>1,359</b> | <b>4,395</b> | <b>2,085</b> | <b>6,480</b> |

Table 2.14 shows that only 10.5 percent (2,517 employees) of the total employees in the private sector were permanently employed, 80.1 percent were employed on temporary basis and 9.5 percent were casually employed.

Accommodation and food services activities employed 90.0 percent of employees on temporary basis while casual workers account for almost six percent (5.5 percent). In education, most of the employees were temporary employed (84.3 percent), followed by permanent employees (12.4 percent) and casual employees were 3.3 percent.

**Table 2. 16: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2018/19 –Private**

| Industry   | Permanent    |            |              | Temporary     |              |               | Casual       |            |              | Total         |              |               |
|--|--------------|------------|--------------|---------------|--------------|---------------|--------------|------------|--------------|---------------|--------------|---------------|
|  | Male         | Female     | Total        | Male          | Female       | Total         | Male         | Female     | Total        | Male          | Female       | Total         |
| Agriculture, forestry and fishing                                    | -            | -          | -            | 47.8          | 52.2         | 100.0         | -            | -          | -            | 47.8          | 52.2         | 100           |
| Mining and Quarrying   | 2.1          | 1.4        | 3.5          | 3.1           | 5.6          | 8.7           | 62.2         | 25.5       | 87.8         | 67.5          | 32.5         | 100           |
| Manufacturing  | 13.7         | 2.5        | 16.2         | 44.5          | 12.8         | 57.3          | 24.1         | 2.5        | 26.6         | 82.3          | 17.7         | 100           |
| Water supply; sewerage, waste management and remediation activities  | -            | -          | -            | 41.2          | 58.8         | 100.0         | -            | -          | -            | 41.2          | 58.8         | 100           |
| Construction   | 15.4         | 4.6        | 20.0         | 66.4          | 7.5          | 74.0          | 5.1          | 0.9        | 6.0          | 87.0          | 13.0         | 100           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 4.0          | 1.5        | 5.5          | 58.2          | 26.9         | 85.0          | 6.8          | 2.7        | 9.5          | 68.9          | 31.1         | 100           |
| Transportation and storage   | 5.9          | 2.3        | 8.2          | 77.8          | 13.6         | 91.4          | -            | 0.4        | 0.4          | 83.7          | 16.3         | 100           |
| Accommodation and food services activities                           | 3.2          | 1.3        | 4.5          | 60.0          | 30.1         | 90.0          | 4.3          | 1.2        | 5.5          | 67.4          | 32.6         | 100           |
| Information and communication  | 4.2          | 2.4        | 6.6          | 22.8          | 7.7          | 30.6          | 35.7         | 27.2       | 62.9         | 62.7          | 37.3         | 100           |
| Financial and insurance activities                                   | 60.8         | 28.9       | 89.8         | 6.6           | 3.6          | 10.2          | -            | -          | -            | 67.5          | 32.5         | 100           |
| Real estate activities   | -            | -          | -            | 57.1          | 42.9         | 100.0         | -            | -          | -            | 57.1          | 42.9         | 100           |
| Professional, Scientific and technical activities                    | -            | -          | -            | 69.2          | 30.8         | 100.0         | -            | -          | -            | 69.2          | 30.8         | 100           |
| Administrative and support service activities                        | 36.4         | 5.1        | 41.5         | 43.0          | 14.8         | 57.8          | 0.6          | 0.2        | 0.8          | 79.9          | 20.1         | 100           |
| Public administration and defense; compulsory social security        | 26.2         | 2.9        | 29.1         | 64.3          | 6.6          | 70.9          | -            | -          | -            | 90.5          | 9.5          | 100           |
| Education  | 6.3          | 6.1        | 12.4         | 39.9          | 44.4         | 84.3          | 1.5          | 1.8        | 3.3          | 47.7          | 52.3         | 100           |
| Human health and social work activity                                | 5.9          | 7.3        | 13.2         | 26.8          | 35.8         | 62.6          | 12.3         | 11.9       | 24.2         | 45.1          | 54.9         | 100           |
| Art, entertainment and recreation                                    | 30.3         | 7.4        | 37.7         | 52.5          | 7.4          | 59.8          | 0.8          | 1.6        | 2.5          | 83.6          | 16.4         | 100           |
| Other service activities   | 20.7         | 17.2       | 37.9         | 25.2          | 13.4         | 38.5          | 7.0          | 16.6       | 23.6         | 52.9          | 47.1         | 100           |
| <b>Total</b>   | <b>7.5</b>   | <b>3.0</b> | <b>10.5</b>  | <b>52.8</b>   | <b>27.2</b>  | <b>80.1</b>   | <b>6.4</b>   | <b>3.0</b> | <b>9.5</b>   | <b>66.8</b>   | <b>33.2</b>  | <b>100</b>    |
| <b>Total Number</b>  | <b>1,798</b> | <b>719</b> | <b>2,517</b> | <b>12,686</b> | <b>6,534</b> | <b>19,220</b> | <b>1,547</b> | <b>725</b> | <b>2,272</b> | <b>16,031</b> | <b>7,978</b> | <b>24,009</b> |

Most of citizen employees were employ in education (16,690 employees) followed by 11,877 employees in Accommodation and food services activities. The results reveals gender disparities in most of the industries, whereby male dominates. Most of male citizen employees (7,995 employees) work in the accommodation and food services and female citizen employees mostly were employ in education (10,458 employees).

Non-citizen employees were employ mainly engaged in two industries. Out of 817 non-citizen employees, 510 employees were employ in accommodation and food services while 130 employees were employ in education, Table 2.15.

**Table 2. 17: Number of Total Employment by Industry, Citizenship and Sex; 2018/19**

| Industry   | Citizen       |               |               | Noncitizen |            |            | Total         |               |               |
|--|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
|  | Male          | Female        | Total         | Male       | Female     | Total      | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 1,298         | 937           | 2,235         | 0          | 0          | 0          | 1,298         | 937           | 2,235         |
| Mining and Quarrying   | 192           | 93            | 285           | 1          | 0          | 1          | 193           | 93            | 286           |
| Manufacturing  | 955           | 297           | 1,252         | 56         | 1          | 57         | 1,011         | 298           | 1,309         |
| Electricity, gas, steam and air conditioning supply                  | 624           | 127           | 751           | 0          | 0          | 0          | 624           | 127           | 751           |
| Water supply; sewerage, waste management and remediation activities  | 1,314         | 769           | 2,083         | 0          | 0          | 0          | 1,314         | 769           | 2,083         |
| Construction   | 1,111         | 179           | 1,290         | 21         | 2          | 23         | 1,132         | 181           | 1,313         |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 918           | 414           | 1,332         | 16         | 0          | 16         | 934           | 414           | 1,348         |
| Transportation and storage   | 1,895         | 802           | 2,697         | 18         | 2          | 20         | 1,913         | 804           | 2,717         |
| Accommodation and food services activities                           | 7,995         | 3,882         | 11,877        | 360        | 150        | 510        | 8,355         | 4,032         | 12,387        |
| Information and communication  | 660           | 489           | 1,149         | 2          | 0          | 2          | 662           | 489           | 1,151         |
| Financial and insurance activities                                   | 532           | 300           | 832           | 0          | 0          | 0          | 532           | 300           | 832           |
| Real estate activities   | 68            | 39            | 107           | 0          | 0          | 0          | 68            | 39            | 107           |
| Professional, Scientific and technical activities                    | 437           | 244           | 681           | 0          | 0          | 0          | 437           | 244           | 681           |
| Administrative and support service activities                        | 416           | 100           | 516           | 10         | 7          | 17         | 426           | 107           | 533           |
| Public administration and defense; compulsory social security        | 7,207         | 4,559         | 11,766        | 5          | 4          | 9          | 7,212         | 4,563         | 11,775        |
| Education  | 6,232         | 10,458        | 16,690        | 79         | 51         | 130        | 6,311         | 10,509        | 16,820        |
| Human health and social work activity                                | 2,169         | 3,596         | 5,765         | 9          | 10         | 19         | 2,178         | 3,606         | 5,784         |
| Art, entertainment and recreation                                    | 212           | 150           | 362           | 9          | 3          | 12         | 221           | 153           | 374           |
| Other service activities   | 167           | 150           | 317           | 0          | 1          | 1          | 167           | 151           | 318           |
| <b>Total</b>   | <b>34,402</b> | <b>27,585</b> | <b>61,987</b> | <b>586</b> | <b>231</b> | <b>817</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

## CHAPTER THREE: WAGE RATE

### 3.0 Introduction

This chapter presents information on the average monthly gross earnings of formal regular citizen employees by salary range for regular citizen. The information of wage rate is useful for determining the welfare of employees and formulation of employment policy. Also may be used to review the remuneration for employees.

### 3.1 Wage of Regular Citizens

The majority of employees (37.9 percent) earned between TZS 300,000 and TZS 399,999 per month and one percent of employees earned between TZS 200,000 and TZS 299,999 and less than TZS 200,000 as shown in Table 3.1. It also indicates that, a quarter of employees (25.5 percent) earned between TZS 400,000 and TZS 499,999 per month and two in every ten (21.2 percent) of regular citizen employees were in wage groups 600,000 and above.

There was a divergence in gross earnings for both males and females across the wage groups; whereby, 25.0 percent of male regular citizen employees and 18.1 percent for female employees received wage of 600,000 and above.

**Table 3. 1: Percentage Distribution of Regular Citizen Employees by Wage Group and Sex; 2018/19**

| Wage Group (TZS)    | Male          | Female        | Total         |
|---------------------|---------------|---------------|---------------|
| Under 200,000       | 1.2           | 1.1           | 1.1           |
| 200,000-299,999     | 1.1           | 0.9           | 1.0           |
| 300,000-399,999     | 39.0          | 36.8          | 37.9          |
| 400,000-499,999     | 19.6          | 31.3          | 25.5          |
| 500,000-599,999     | 13.9          | 12.6          | 13.2          |
| 600,000 +           | 25.2          | 17.4          | 21.2          |
| <b>Total</b>        | <b>100</b>    | <b>100</b>    | <b>100</b>    |
| <b>Total Number</b> | <b>19,114</b> | <b>19,596</b> | <b>38,710</b> |

### 3.2 Wage of Regular Citizen Employees by Sector

Table 3.2 The majority of employees in private sector (43.3 percent) earned between TZS 300,000 and TZS 399,999 while for the Government Parastatals sector earned TZS 600,000 and above (41.9 percent) with slightly difference in proportion between males and females.

On the other hand, higher proportion of Private and Government sector employees were observed in wage group between TZS 300,000 and 399,999 (43.3 and 40.2 percent) respectively.

**Table 3. 2: Percentage Distribution of Regular Citizen Employees by Wage Group, Sector and Sex; 2018/19**

| Wage Group (TZS)    | Government    |               |               | Government Parastatal |              |              | Private      |            |              | Total         |               |               |
|---------------------|---------------|---------------|---------------|-----------------------|--------------|--------------|--------------|------------|--------------|---------------|---------------|---------------|
|                     | Male          | Female        | Total         | Male                  | Female       | Total        | Male         | Female     | Total        | Male          | Female        | Total         |
| Under 200,000       | -             | -             | -             | -                     | -            | -            | 3.5          | 10.3       | 5.5          | 1.2           | 1.1           | 1.1           |
| 200,000 -299,999    | -             | -             | -             | -                     | -            | -            | 9.7          | 15.4       | 11.3         | 1.1           | 0.9           | 1.0           |
| 300,000 -399,999    | 42.5          | 38.4          | 40.2          | 20.9                  | 21.8         | 21.2         | 47.7         | 32.3       | 43.3         | 39.0          | 36.8          | 37.9          |
| 400,000 -499,999    | 21.2          | 33.5          | 28.0          | 18.3                  | 18.1         | 18.2         | 9.4          | 7.1        | 8.7          | 19.6          | 31.3          | 25.5          |
| 500,000 -599,999    | 13.7          | 12.4          | 13.0          | 19.0                  | 18.1         | 18.7         | 6.3          | 9.0        | 7.1          | 13.9          | 12.6          | 13.2          |
| 600,000 +           | 22.6          | 15.7          | 18.8          | 41.8                  | 42.0         | 41.9         | 23.3         | 26.0       | 24.1         | 25.2          | 17.4          | 21.2          |
| <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>13,836</b> | <b>17,276</b> | <b>31,112</b> | <b>3,510</b>          | <b>1,611</b> | <b>5,121</b> | <b>1,768</b> | <b>709</b> | <b>2,477</b> | <b>19,114</b> | <b>19,596</b> | <b>38,710</b> |

### 3.3 Wages of Regular Citizen Employees by Industry

Table 3.3 reveals that Education has the highest proportion of employees (52.5 percent) earning between TZS 400,000 and 499,999 followed by Public administration and defense; compulsory social security with 16.6 percent of employees.

There are some industries that paid below TZS 200,000 per month, among other industries Education accounts for 52.6 percent of employees who were paid less than TZS 200,000. On the other hand, Education has the highest proportion (35.7 percent) of regular citizen employees earning TZS 600,000 and above per month. (all employees paid below TZS 200,000 were engaged in private sector see table 3.2)

**Table 3. 3: Percentage Distribution of Regular Citizen Employees by Industry and Wage Group (TZS); 2018/19**

| <b>Industry</b>  | <b>Under<br/>200,000</b> | <b>200,000-<br/>299,999</b> | <b>300,000-<br/>399,999</b> | <b>400,000-<br/>499,999</b> | <b>500,000-<br/>599,999</b> | <b>600,000 +</b> | <b>Total</b>  |
|--|--------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|------------------|---------------|
| Agriculture, forestry and fishing                                    | -                        | -                           | 10.5                        | 2.4                         | 1.7                         | 1.3              | 5.1           |
| Mining and Quarrying   | -                        | -                           | -                           | -                           | -                           | 0.1              | 0.0           |
| Manufacturing  | 9.6                      | 5.3                         | 1.4                         | 0.6                         | 0.7                         | 0.6              | 1.0           |
| Electricity, gas, steam and air conditioning supply                  | -                        | -                           | -                           | 0.8                         | 6.9                         | 3.7              | 1.9           |
| Water supply; sewerage, waste management and remediation activities  | -                        | -                           | 7.6                         | 2.4                         | 3.3                         | 1.0              | 4.2           |
| Construction   | -                        | 1.8                         | 4.2                         | 0.9                         | 0.5                         | 1.2              | 2.2           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 0.7                      | 5.3                         | 0.9                         | 0.5                         | 1.5                         | 0.6              | 0.8           |
| Transportation and storage   | 2.2                      | 0.7                         | 1.6                         | 4.8                         | 4.7                         | 4.2              | 3.4           |
| Accommodation and food services activities                           | 3.7                      | 24.9                        | 1.4                         | 0.9                         | 1.7                         | 1.0              | 1.4           |
| Information and communication  | -                        | 2.8                         | 1.3                         | 0.7                         | 0.6                         | 1.4              | 1.1           |
| Financial and insurance activities                                   | -                        | -                           | -                           | 0.1                         | 0.5                         | 5.2              | 1.2           |
| Real estate activities   | -                        | -                           | 0.3                         | 0.2                         | 0.2                         | 0.1              | 0.2           |
| Professional, Scientific and technical activities                    | -                        | -                           | 2.2                         | 0.9                         | 0.8                         | 2.0              | 1.6           |
| Administrative and support service activities                        | 5.2                      | 15.3                        | 0.8                         | 0.2                         | 0.2                         | 0.1              | 0.6           |
| Public administration and defense; compulsory social security        | -                        | -                           | 29.4                        | 16.6                        | 24.0                        | 30.9             | 25.4          |
| Education  | 52.6                     | 30.2                        | 23.4                        | 52.5                        | 42.3                        | 35.7             | 36.2          |
| Human health and social work activity                                | 7.4                      | 0.7                         | 13.6                        | 14.7                        | 9.6                         | 10.4             | 12.5          |
| Art, entertainment and recreation                                    | -                        | 3.9                         | 1.3                         | 0.5                         | 0.4                         | 0.3              | 0.7           |
| Other service activities   | 18.5                     | 8.9                         | 0.1                         | 0.2                         | 0.4                         | 0.2              | 0.3           |
| <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>Total Number</b>  | <b>135</b>               | <b>281</b>                  | <b>14,674</b>               | <b>9,873</b>                | <b>5,168</b>                | <b>8,579</b>     | <b>38,710</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 on average salaries of employees per month.

### 4.1 Cash Earnings by Sector

Table 4.1 shows the total amount paid to all employees increased to 405,766 TZS million in 2018/19 from TZS 364,997 million in 2017/18. The amount used to pay female employees were less (TZS 153,465 million in 2017/18 and 172,247 TZS million in 2018/19) of the total salary compared with their male counterparts (TZS 211,532 million in 2017/18 and 233,519 TZS million in 2018/19). Government spent more money in paying salaries than other sectors for all years.

**Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2017/18 and 2018/19 (TZS Million)**

| Sector                | 2017/2018      |                |                | 2018/2019      |                |                |
|-----------------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                       | Male           | Female         | Total          | Male           | Female         | Total          |
| Government            | 95,248         | 101,619        | 196,867        | 97,379         | 113,587        | 210,966        |
| Government Parastatal | 33,999         | 17,293         | 51,292         | 41,362         | 18,231         | 59,593         |
| Private               | 82,285         | 34,552         | 116,838        | 94,778         | 40,429         | 135,207        |
| <b>Total</b>          | <b>211,532</b> | <b>153,465</b> | <b>364,997</b> | <b>233,519</b> | <b>172,247</b> | <b>405,766</b> |

Figure 4.1 reveals that the middle most amount salary of employees was TZS 412,925 per month. The middle salary of female employees was to lower (TZS 342,500) compared with male employees salary (TZS 435,646) per month.

**Figure 4. 1: Median Salary of Employees per Month by Sex; 2018/19**

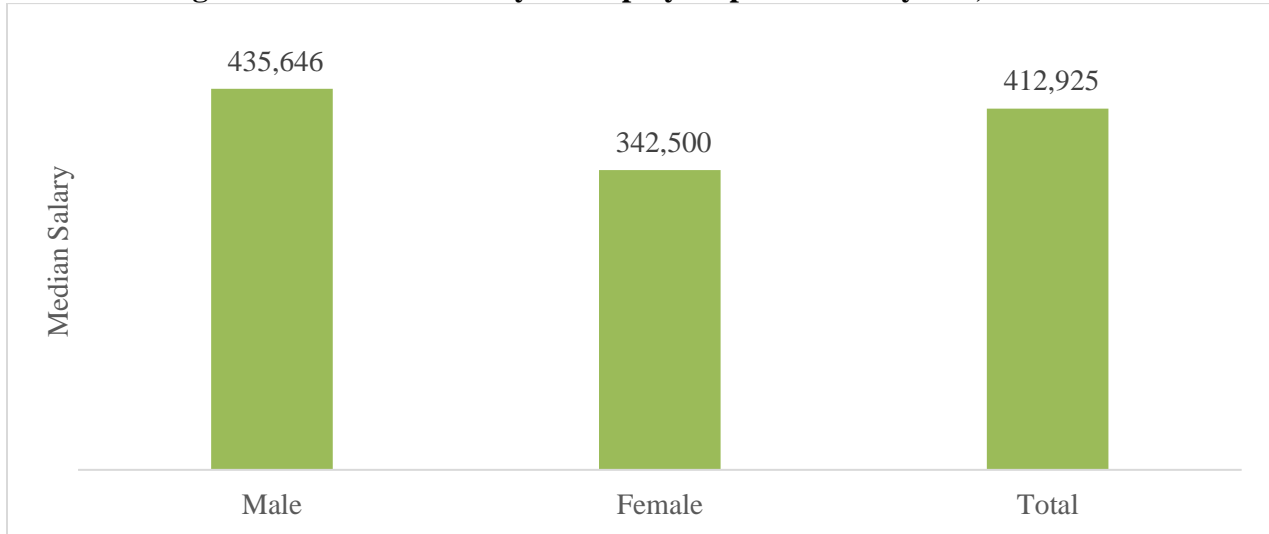


Table 4.2 reveals that, the average monthly salary of regular citizen employees was TZS 530,651. The results further show that employees in Government Parastatal had the highest monthly average salary of TZS 701,524. However, employees in the Government sector had the lowest monthly average salary which account for TZS 501,810. Female employees were paid less compared with male employees in Government and Government parastatal.

**Table 4. 2: Monthly Average Salary of Regular Citizen Employees by Sector and Sex; 2018/19 (TZS)**

| <b>Sector</b>         | <b>Male</b>    | <b>Female</b>  | <b>Total</b>   |
|-----------------------|----------------|----------------|----------------|
| Government            | 510,613        | 495,784        | 501,810        |
| Government Parastatal | 707,003        | 691,722        | 701,524        |
| Private               | 525,620        | 680,089        | 565,308        |
| <b>Total</b>          | <b>542,156</b> | <b>520,421</b> | <b>530,651</b> |

## 4.2 Cash Earnings by Industry

Table 4.3 indicates that, employees in Mining and Quarrying had the highest monthly average salary (TZS 5,122,654) followed by Financial and insurance activities (TZS 1,387,232). The third industry with the highest monthly average salary of regular employees was Transportation and storage (TZS 758,278). On the other hand, Administrative and support service activities had the lowest monthly average salary of TZS 330,650 per employee.

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

**Table 4. 3: Monthly Average Salary of Regular Citizen Employees by Industry and Sex; 2018/19 (TZS)**

| <b>Industry</b>  | <b>Male</b>    | <b>Female</b>  | <b>Total</b>   |
|--|----------------|----------------|----------------|
| Agriculture, forestry and fishing                                    | 476,992        | 491,477        | 484,589        |
| Mining and Quarrying   | 1,530,940      | 7,816,439      | 5,122,654      |
| Manufacturing  | 340,810        | 333,438        | 338,943        |
| Electricity, gas, steam and air conditioning supply                  | 570,383        | 314,056        | 523,117        |
| Water supply; sewerage, waste management and remediation activities  | 487,398        | 472,194        | 480,124        |
| Construction   | 543,034        | 490,813        | 525,887        |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 382,614        | 425,026        | 392,094        |
| Transportation and storage   | 870,044        | 607,755        | 758,278        |
| Accommodation and food services activities                           | 597,288        | 874,550        | 695,145        |
| Information and communication  | 645,929        | 554,425        | 601,914        |
| Financial and insurance activities                                   | 1,389,884      | 1,382,732      | 1,387,232      |
| Real estate activities   | 586,143        | 536,750        | 568,182        |
| Professional, Scientific and technical activities                    | 518,795        | 534,210        | 525,731        |
| Administrative and support service activities                        | 322,552        | 382,481        | 330,650        |
| Public administration and defence; compulsory social security        | 490,255        | 537,227        | 510,231        |
| Education  | 581,409        | 490,631        | 523,288        |
| Human health and social work activity                                | 495,233        | 490,368        | 491,924        |
| Art, entertainment and recreation                                    | 350,488        | 376,342        | 362,924        |
| Other service activities   | 423,852        | 511,756        | 457,815        |
| <b>Total</b>   | <b>542,156</b> | <b>520,421</b> | <b>530,651</b> |

A total of 22,930.5 Million shillings were used to pay the monthly salary for regular citizen employees in all industries. Out of the total 11,922 Million shillings paid for male and 11,007 Million shillings paid for female. The Education and Administrative and support service activities Public administration and defence; compulsory social security industries had higher amount of money paid to their employees with 8,349.6 million shillings and 6,075.4 million shillings respectively (Table 4.4).

**Table 4. 4: Monthly Cash Earnings of Regular Citizen Employees by Industry and Sex; 2018/19  
(TZS Million)**

| <b>Industry</b>  | <b>Male</b>     | <b>Female</b>   | <b>Total</b>    |
|--|-----------------|-----------------|-----------------|
| Agriculture, forestry and fishing                                    | 592.8           | 334.8           | 927.6           |
| Mining and Quarrying   | 7.8             | 31.3            | 39.0            |
| Manufacturing  | 123.4           | 48.4            | 171.8           |
| Electricity, gas, steam and air conditioning supply                  | 385.6           | 64.6            | 450.3           |
| Water supply; sewerage, waste management and remediation activities  | 433.7           | 235.4           | 669.1           |
| Construction   | 359.6           | 63.4            | 423.1           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 123.7           | 32.0            | 155.7           |
| Transportation and storage   | 549.8           | 257.6           | 807.4           |
| Accommodation and food services activities                           | 240.3           | 119.2           | 359.5           |
| Information and communication  | 170.2           | 123.3           | 293.5           |
| Financial and insurance activities                                   | 644.6           | 268.5           | 913.2           |
| Real estate activities   | 33.3            | 19.3            | 52.6            |
| Professional, Scientific and technical activities                    | 266.8           | 142.8           | 409.6           |
| Administrative and support service activities                        | 85.5            | 10.9            | 96.4            |
| Public administration and defense; compulsory social security        | 3,720.4         | 2,355.0         | 6,075.4         |
| Education  | 3,057.1         | 5,292.5         | 8,349.6         |
| Human health and social work activity                                | 1,028.6         | 1,531.0         | 2,559.6         |
| Art, entertainment and recreation                                    | 61.2            | 56.6            | 117.8           |
| Other service activities   | 37.5            | 22.0            | 59.5            |
| <b>Total</b>   | <b>11,922.0</b> | <b>11,008.6</b> | <b>22,930.5</b> |

## CHAPTER FIVE: WAGE BILL

### 5.0 Introduction

Wage-bill includes gross cash remuneration, costs of free rations and other benefits paid by employers to employees. Thus is the amount of money that institution pays to its employees.

The analysis of wage bill by industry and sector provides an indication of relative costs incurred by employers in different industries and sectors.

### 5.1 Annual Wage bill

Table 5.1 reveals that, on average, employers as salaries of employees paid 75.4 percent of the total wage bill. The share of free rations to the wage bill was only 3.9 percent.

In the Government sector, 79.1 percent of its total wage bill used for paying salaries whereas Government Parastatal and private sectors used 66.7 and 74.2 percent respectively. Government Parastatal paid more amounts of other benefits (30.9 percent) compared with private and Government institutions.

**Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2018/19**

| Sector                | Salary      | Free Ration | Other Benefit | Wage Bill  |
|-----------------------|-------------|-------------|---------------|------------|
| Government            | 79.1        | 0.4         | 20.5          | 100        |
| Government Parastatal | 66.7        | 2.4         | 30.9          | 100        |
| Private               | 74.2        | 9.6         | 16.2          | 100        |
| <b>Total</b>          | <b>75.4</b> | <b>3.9</b>  | <b>20.8</b>   | <b>100</b> |

Table 5.2 shows that, Water supply; sewerage, waste management and remediation activities industry spent 55.7 percent of their total wage bills for paying salaries, these means that employees are getting more benefits apart from their salaries. Accommodation and food service activities have the highest payment of free rations (14.9 percent).

**Table 5. 2: Composition of Annual Wage Bill by Industry; 2018/19**

| <b>Sector</b>  | <b>Salary</b> | <b>Free Ration</b> | <b>Other Benefit</b> | <b>Wage Bill</b> |
|--|---------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing                                    | 90.0          | 0.2                | 9.8                  | 100              |
| Mining and Quarrying   | 83.6          | 0.5                | 15.9                 | 100              |
| Manufacturing  | 75.8          | 5.4                | 18.8                 | 100              |
| Electricity, gas, steam and air conditioning supply                  | 61.2          | -                  | 38.8                 | 100              |
| Water supply; sewerage, waste management and remediation activities  | 55.7          | 0.8                | 43.5                 | 100              |
| Construction   | 82.4          | 2.5                | 15.1                 | 100              |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 64.1          | 5.3                | 30.6                 | 100              |
| Transportation and storage   | 77.5          | 3.5                | 19.1                 | 100              |
| Accommodation and food services activities                           | 71.1          | 14.9               | 14.0                 | 100              |
| Information and communication  | 87.8          | 0.1                | 12.0                 | 100              |
| Financial and insurance activities                                   | 63.8          | 2.2                | 34.0                 | 100              |
| Real estate activities   | 81.5          | -                  | 18.5                 | 100              |
| Professional, Scientific and technical activities                    | 71.2          | 1.3                | 27.4                 | 100              |
| Administrative and support service activities                        | 82.6          | 3.8                | 13.6                 | 100              |
| Public administration and defense; compulsory social security        | 67.8          | 1.4                | 30.7                 | 100              |
| Education  | 85.8          | 0.4                | 13.8                 | 100              |
| Human health and social work activity                                | 83.0          | 0.5                | 16.6                 | 100              |
| Art, entertainment and recreation                                    | 83.3          | 0.8                | 15.9                 | 100              |
| Other service activities   | 83.4          | 1.7                | 14.9                 | 100              |
| <b>Total</b>   | <b>75.4</b>   | <b>3.9</b>         | <b>20.8</b>          | <b>100</b>       |

Table 5.3 shows that permanent employees contribute 51.4 percent of the total wage bill and only 3.9 percent of the wage bill was from free ration. Mining and quarrying industry spent more of its wage bill on salary (49.4 percent) of casual employees compared with other industries.

**Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2018/19**

| Industry   | Salary      |             |            | Free Ration | Other Benefit | Wage bill  |
|--|-------------|-------------|------------|-------------|---------------|------------|
|  | Permanent   | Temporary   | Casual     |             |               |            |
| Agriculture, forestry and fishing                                    | 84.2        | 5.8         | -          | 0.2         | 9.8           | 100        |
| Mining and Quarrying   | 30.4        | 3.8         | 49.4       | 0.5         | 15.9          | 100        |
| Manufacturing  | 25.1        | 40.7        | 10.1       | 5.4         | 18.8          | 100        |
| Electricity, gas, steam and air conditioning supply                  | 61.2        | -           | -          | -           | 38.8          | 100        |
| Water supply; sewerage, waste management and remediation activities  | 48.7        | 7.0         | -          | 0.8         | 43.5          | 100        |
| Construction   | 48.8        | 32.5        | 1.1        | 2.5         | 15.1          | 100        |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 18.4        | 43.0        | 2.6        | 5.3         | 30.6          | 100        |
| Transportation and storage   | 41.1        | 36.3        | 0          | 3.5         | 19.1          | 100        |
| Accommodation and food services activities                           | 4.6         | 64.6        | 1.9        | 14.9        | 14.0          | 100        |
| Information and communication  | 49.6        | 20.1        | 18.1       | 0.1         | 12.0          | 100        |
| Financial and insurance activities                                   | 45.9        | 17.8        | -          | 2.2         | 34.0          | 100        |
| Real estate activities   | 77.4        | 4.1         | -          | -           | 18.5          | 100        |
| Professional, Scientific and technical activities                    | 64.4        | 6.8         | -          | 1.3         | 27.4          | 100        |
| Administrative and support service activities                        | 42.8        | 39.6        | 0.2        | 3.8         | 13.6          | 100        |
| Public administration and defense; compulsory social security        | 61.4        | 6.4         | -          | 1.4         | 30.7          | 100        |
| Education  | 75.0        | 10.6        | 0.1        | 0.4         | 13.8          | 100        |
| Human health and social work activity                                | 71.6        | 9.8         | 1.6        | 0.5         | 16.6          | 100        |
| Art, entertainment and recreation                                    | 68.3        | 14.5        | 0.5        | 0.8         | 15.9          | 100        |
| Other service activities   | 35.5        | 43.3        | 4.6        | 1.7         | 14.9          | 100        |
| <b>Total</b>   | <b>51.4</b> | <b>22.8</b> | <b>1.2</b> | <b>3.9</b>  | <b>20.8</b>   | <b>100</b> |

Table 5.4 shows that, 79.1 percent of the Government total wage bill used for paying salaries and only 0.4 percent of the wage bill was for free rations. The leading industries for having high percentage of wage bill used for salaries were other service activities (98.2 percent), Education (91.3 percent) and Agriculture, forestry and fishing (89.4 percent).

**Table 5. 4: Composition of Annual Wage Bill by Industry; 2018/19 – Government**

| <b>Industry</b>  | <b>Salary</b> | <b>Free Ration</b> | <b>Other Benefit</b> | <b>Wage bill</b> |
|--|---------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing                                    | 89.4          | 0.2                | 10.4                 | 100              |
| Water supply; sewerage, waste management and remediation activities  | 47.1          | 1.1                | 51.8                 | 100              |
| Construction   | 88.7          | 0.1                | 11.2                 | 100              |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 79.6          | 0.0                | 20.4                 | 100              |
| Professional, Scientific and technical activities                    | 65.6          | 1.3                | 33.2                 | 100              |
| Public administration and defense; compulsory social security        | 68.0          | 0.9                | 31.1                 | 100              |
| Education  | 91.3          | 0.0                | 8.7                  | 100              |
| Human health and social work activity                                | 82.6          | 0.0                | 17.4                 | 100              |
| Art, entertainment and recreation                                    | 81.8          | 0.5                | 17.7                 | 100              |
| Other service activities   | 98.2          | 0.0                | 1.8                  | 100              |
| <b>Total</b>   | <b>79.1</b>   | <b>0.4</b>         | <b>20.5</b>          | <b>100</b>       |

Table 5.5 shows that, 66.7 percent of the total wage bill of the Government Parastatal sector was used for paying salaries and only 2.4 percent of the wage bill was used for free rations. Professional, Scientific and technical activities used 83.7 percent of their annual wage bill to pay salaries while Wholesale and retail trade; repair of motor vehicles and motorcycles spent 45.2 percent of their wage bill for paying salaries.

**Table 5. 5: Composition of Annual Wage Bill by Industry; 2018/19 – Government Parastatals**

| <b>Industry</b>  | <b>Salary</b> | <b>Free Ration</b> | <b>Other Benefit</b> | <b>Wage bill</b> |
|--|---------------|--------------------|----------------------|------------------|
| Manufacturing  | 68.8          | 0.3                | 30.9                 | 100              |
| Electricity, gas, steam and air conditioning supply                  | 61.2          | 0.0                | 38.8                 | 100              |
| Water supply; sewerage, waste management and remediation activities  | 74.4          | 0.2                | 25.4                 | 100              |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 45.2          | 7.6                | 47.2                 | 100              |
| Transportation and storage   | 76.1          | 4.0                | 19.9                 | 100              |
| Information and communication  | 79.0          | 0.1                | 20.9                 | 100              |
| Financial and insurance activities                                   | 61.2          | 2.2                | 36.6                 | 100              |
| Real estate activities   | 81.0          | 0.0                | 19.0                 | 100              |
| Professional, Scientific and technical activities                    | 83.7          | 0.3                | 16.0                 | 100              |
| Public administration and defense; compulsory social security        | 66.0          | 5.0                | 29.0                 | 100              |
| Education  | 63.6          | 0.2                | 36.2                 | 100              |
| Art, entertainment and recreation                                    | 80.1          | 0.1                | 19.8                 | 100              |
| <b>Total</b>   | <b>66.7</b>   | <b>2.4</b>         | <b>30.9</b>          | <b>100</b>       |

The results of Table 5.6 show that, 74.2 percent of the total wage bill for the private sector was used for paying salaries and 9.6 percent of the wage bill was for free rations. Agriculture, forestry and fishing used 99.9 percent of their annual wage bill to pay salaries and gave only 0.1 percent other benefits to their staff apart from salary.

**Table 5. 6: Composition of Annual Wage Bill by Industry; 2018/19 – Private**

| <b>Industry</b>  | <b>Salary</b> | <b>Free Ration</b> | <b>Other Benefit</b> | <b>Wage bill</b> |
|--|---------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing                                    | 99.9          | -                  | 0.1                  | 100              |
| Mining and Quarrying   | 83.6          | 0.5                | 15.9                 | 100              |
| Manufacturing  | 77.6          | 6.7                | 15.7                 | 100              |
| Water supply; sewerage, waste management and remediation activities  | 88.7          | -                  | 11.3                 | 100              |
| Construction   | 77.5          | 4.3                | 18.1                 | 100              |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 69.9          | 4.9                | 25.2                 | 100              |
| Transportation and storage   | 80.0          | 2.5                | 17.5                 | 100              |
| Accommodation and food services activities                           | 71.1          | 14.9               | 14.0                 | 100              |
| Information and communication  | 93.6          | 0.1                | 6.3                  | 100              |
| Financial and insurance activities                                   | 75.3          | 2.2                | 22.5                 | 100              |
| Real estate activities   | 97.6          | -                  | 2.4                  | 100              |
| Professional, Scientific and technical activities                    | 77.6          | 7.9                | 14.5                 | 100              |
| Administrative and support service activities                        | 82.6          | 3.8                | 13.6                 | 100              |
| Public administration and defense; compulsory social security        | 69.8          | 0.1                | 30.1                 | 100              |
| Education  | 74.9          | 2.4                | 22.7                 | 100              |
| Human health and social work activity                                | 84.9          | 2.6                | 12.6                 | 100              |
| Art, entertainment and recreation                                    | 87.2          | 1.7                | 11.1                 | 100              |
| Other service activities   | 82.7          | 1.7                | 15.5                 | 100              |
| <b>Total</b>   | <b>74.2</b>   | <b>9.6</b>         | <b>16.2</b>          | <b>100</b>       |

## CHAPTER SIX: NEW EMPLOYEES, RETIRED AND FIRED/QUIT EMPLOYEES

### 6.0 Introduction

This chapter shows the information of new employees employed in a financial year of 2018/19 in various sectors and industries. The analysis of results based on occupation, education level, subject of training and citizenship. Starting salaries per month for new employee. In addition, the chapter shows the number of retired, quit /fired employees.

### 6.1 New Employees

The results from Table 6.1 show that, the total number of new employees in 2018/19 was 3,332 employees of whom 1,648 were male and 1,684 were female employees.

The proportion of new male employees was higher (50.5 percent) than the proportion of female (49.5 percent). Unlike the Government sector, both Government Parastatals and Private sectors employed more male than female employees.

**Table 6. 1: Distribution of New Employees by Sector and Sex; 2018/19**

| Sector                | Number of Employees |              |              | Sex distribution |             |            |
|-----------------------|---------------------|--------------|--------------|------------------|-------------|------------|
|                       | Male                | Female       | Total        | Male             | Female      | Total      |
| Government            | 780                 | 1,044        | 1,824        | 42.8             | 57.2        | 100        |
| Government Parastatal | 182                 | 130          | 312          | 58.3             | 41.7        | 100        |
| Private               | 686                 | 510          | 1,196        | 57.4             | 42.6        | 100        |
| <b>Total</b>          | <b>1,648</b>        | <b>1,684</b> | <b>3,332</b> | <b>49.5</b>      | <b>50.5</b> | <b>100</b> |

Table 6.2 shows that, the total number of new employees in 2018/9 increased to 3,332 employees from 3,190 employees in 2017/18. Proportion of new employees employed in Government sector for both survey years were almost the same; in 2018/19 account for 54.7 percent and 2017/18 account for 54.6 percent. New employees employed in Private sector in 2018/19 decreased to 35.9 percent from 39.9 percent in 2017/18.

Among the sectors, Government sector had more female new employees (62.7 percent and 62.0 percent) than the other sectors in both 2017/18 and 2018/19 respectively. In addition, new male employees with the same proportion of 47.3 percent were employed in Government in 2018/19 and private sector 2017/18.

**Table 6. 2: Percentage Distribution of New Employees by Sector and Sex; 2017/18 and 2018/19**

| Sector                | 2017/2018    |              |              | 2018/2019    |              |              |
|-----------------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                       | Male         | Female       | Total        | Male         | Female       | Total        |
| Government            | 46.8         | 62.7         | 54.6         | 47.3         | 62.0         | 54.7         |
| Government Parastatal | 5.9          | 5.2          | 5.5          | 11.0         | 7.7          | 9.4          |
| Private               | 47.3         | 32.1         | 39.9         | 41.6         | 30.3         | 35.9         |
| <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>1,632</b> | <b>1,558</b> | <b>3,190</b> | <b>1,648</b> | <b>1,684</b> | <b>3,332</b> |

Table 6.3 shows that there was high variation within industries whereby out of the total new employees, Public administration and defence; compulsory social security depict the highest number of 1,216 new employees followed by education with 614 new employees, and accommodation and food services activities with 560 new employees.

The industry with the least number of new employees was Electricity, gas, steam and air conditioning supply (6 new employees).

Public administration and defence; compulsory social security employed higher number of female new employees (654 new employees) compared with other industries.

**Table 6. 3: Number of New Employees by Industry and Sex; 2018/19**

| <b>Industry</b>  | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|--|--------------|---------------|--------------|
| Agriculture, forestry and fishing                                    | 26           | 33            | 59           |
| Mining and Quarrying   | 0            | 0             | 0            |
| Manufacturing  | 31           | 10            | 41           |
| Electricity, gas, steam and air conditioning supply                  | 4            | 2             | 6            |
| Water supply; sewerage, waste management and remediation activities  | 23           | 27            | 50           |
| Construction   | 51           | 31            | 82           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 31           | 5             | 36           |
| Transportation and storage   | 129          | 85            | 214          |
| Accommodation and food services activities                           | 301          | 259           | 560          |
| Information and communication  | 11           | 4             | 15           |
| Financial and insurance activities                                   | 22           | 15            | 37           |
| Real estate activities   | 12           | 3             | 15           |
| Professional, Scientific and technical activities                    | 11           | 7             | 18           |
| Administrative and support service activities                        | 32           | 8             | 40           |
| Public administration and defence; compulsory social security        | 562          | 654           | 1,216        |
| Education  | 268          | 346           | 614          |
| Human health and social work activity                                | 119          | 183           | 302          |
| Art, entertainment and recreation                                    | 8            | 8             | 16           |
| Other service activities   | 7            | 4             | 11           |
| <b>Total</b>   | <b>1,648</b> | <b>1,684</b>  | <b>3,332</b> |

In 2018/19, about 30 percent of new employees were employed as Technicians and Associate professionals and only 1.1 percent of new employees were employed in Craft and Related Workers. Females were most likely to be employed as Technicians and Associate professionals (32.9 percent) and they were less likely to hold the positions of Plant and Machine Operators and Assemblers (0.4 percent). New male employees were mainly employed as Technicians and Associate professionals (27.0 percent), Table 6.4.

**Table 6. 4: Distribution of New Employees by Occupation and Sex; 2018/19**

| Occupation                                 | Number       |              |              | Percent    |            |            |
|--|--------------|--------------|--------------|------------|------------|------------|
|  | Male         | Female       | Total        | Male       | Female     | Total      |
| Legislators, Administrators and Managers   | 34           | 17           | 51           | 2.1        | 1.0        | 1.5        |
| Professionals                              | 274          | 326          | 600          | 16.6       | 19.4       | 18.0       |
| Technicians and Associate professionals    | 445          | 554          | 999          | 27.0       | 32.9       | 30.0       |
| Clerks                                     | 112          | 151          | 263          | 6.8        | 9.0        | 7.9        |
| Service Workers and Shop Sales Workers     | 260          | 213          | 473          | 15.8       | 12.6       | 14.2       |
| Skilled Agricultural and Fishery Workers   | 29           | 78           | 107          | 1.8        | 4.6        | 3.2        |
| Craft and Related Workers                  | 28           | 9            | 37           | 1.7        | 0.5        | 1.1        |
| Plant and Machine Operators and Assemblers | 123          | 7            | 130          | 7.5        | 0.4        | 3.9        |
| Elementary Occupations                     | 264          | 270          | 534          | 16.0       | 16.0       | 16.0       |
| Defense/ Security                          | 79           | 59           | 138          | 4.8        | 3.5        | 4.1        |
| <b>Total</b>                               | <b>1,648</b> | <b>1,684</b> | <b>3,332</b> | <b>100</b> | <b>100</b> | <b>100</b> |

The findings from Table 6.5 reveal that more than one third (36.4 percent) of new employees had attained certificate level. The proportion of male new employees for both tertiary university (30.4 percent) and certificate level (30.2 percent) were almost the same. Most of female new employees attained certificate level (42.4 percent).

**Table 6. 5: Distribution of New Employees by Education level and Sex; 2018/19**

| Education Level         | Number       |              |              | Percent    |            |            |
|-------------------------|--------------|--------------|--------------|------------|------------|------------|
|                         | Male         | Female       | Total        | Male       | Female     | Total      |
| Tertiary university     | 501          | 435          | 936          | 30.4       | 25.8       | 28.1       |
| Tertiary Non University | 51           | 27           | 78           | 3.1        | 1.6        | 2.3        |
| Certificate             | 498          | 714          | 1,212        | 30.2       | 42.4       | 36.4       |
| Vocational Education    | 66           | 51           | 117          | 4.0        | 3.0        | 3.5        |
| Secondary A level       | 38           | 26           | 64           | 2.3        | 1.5        | 1.9        |
| Secondary O level       | 409          | 340          | 749          | 24.8       | 20.2       | 22.5       |
| Primary Education       | 85           | 91           | 176          | 5.2        | 5.4        | 5.3        |
| <b>Total</b>            | <b>1,648</b> | <b>1,684</b> | <b>3,332</b> | <b>100</b> | <b>100</b> | <b>100</b> |

Table 6.6 reveals that, 98.5 percent of new employees were citizen of Tanzania; and the proportion of both male and female new employees were almost equal (98.8 percent and 98.2 percent respectively). Zanzibar employed very few non-citizen (1.5 percent).

**Table 6. 6: Distribution of New Employees by Citizenship and Sex; 2018/19**

| Citizenship  | Number       |              |              | Percent    |            |            |
|--------------|--------------|--------------|--------------|------------|------------|------------|
|              | Male         | Female       | Total        | Male       | Female     | Total      |
| Tanzania     | 1,628        | 1,653        | 3,281        | 98.8       | 98.2       | 98.5       |
| Kenya        | 4            | 4            | 8            | 0.2        | 0.2        | 0.2        |
| Uganda       | 2            | 11           | 13           | 0.1        | 0.7        | 0.4        |
| Rwanda       | 0            | 0            | 0            | 0          | 0          | 0          |
| Burundi      | 0            | 0            | 0            | 0          | 0          | 0          |
| Others       | 14           | 16           | 30           | 0.9        | 1.0        | 0.9        |
| <b>Total</b> | <b>1,648</b> | <b>1,684</b> | <b>3,332</b> | <b>100</b> | <b>100</b> | <b>100</b> |

Note: Others exclude East Africa Countries (Kenya, Uganda, Rwanda and Burundi)

Table 6.7 depicts that, the proportion of new employees started work with salary between TZS 300,000 and 399,999 were higher (56.3 percent) than other salary range. Very few of new employees started working with salary between TZS 200,000 and 299,999 (2.1 percent). Only 9.5 percent of new employees were able to start work with a salary of TZS 600,000 and above.

**Table 6. 7: Distribution of New Employees by Starting Salary and Sex; 2018/19**

| Starting Salary   | Number       |              |              | Percent    |            |            |
|-------------------|--------------|--------------|--------------|------------|------------|------------|
|                   | Male         | Female       | Total        | Male       | Female     | Total      |
| Under 200,000     | 145          | 151          | 296          | 8.8        | 9.0        | 8.9        |
| 200,000 - 299,999 | 40           | 30           | 70           | 2.4        | 1.8        | 2.1        |
| 300,000 - 399,999 | 890          | 986          | 1,876        | 54.0       | 58.6       | 56.3       |
| 400,000 - 499,999 | 169          | 147          | 316          | 10.3       | 8.7        | 9.5        |
| 500,000 - 599,999 | 223          | 235          | 458          | 13.5       | 14.0       | 13.7       |
| 600,000 +         | 181          | 135          | 316          | 11.0       | 8.0        | 9.5        |
| <b>Total</b>      | <b>1,648</b> | <b>1,684</b> | <b>3,332</b> | <b>100</b> | <b>100</b> | <b>100</b> |

Table 6.8 shows that, most of new employees have a field of Education (701 employees) of whom 284 were male and 417 were female employees, followed by Service Traders Programs (678 employees) and Commercial, Clerical, Business and Public Administration Programs (620 employees) compared with other programs.

**Table 6. 8: Number of New Employees by Subject of Training and Sex; 2018/19**

| <b>Subject of Training</b>  | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|---|--------------|---------------|--------------|
| Not Stated  | 260          | 253           | 513          |
| General training Program  | 2            | 2             | 4            |
| Education Training  | 284          | 417           | 701          |
| Fine and Applied Arts Program                                     | -            | 2             | 2            |
| Programs in Languages   | 2            | 50            | 52           |
| Other Humanity Courses  | 1            | -             | 1            |
| Social and Behavior Science Programs                              | 37           | 46            | 83           |
| Commercial, Clerical, Business and Public Administration Programs | 268          | 352           | 620          |
| Programs in Law   | 28           | 26            | 54           |
| Natural Science   | 14           | 4             | 18           |
| Mathematics and Computer science Programs                         | 43           | 27            | 70           |
| Medicine and Health Related Programs                              | 82           | 146           | 228          |
| Construction Trades Programs                                      | 14           | 5             | 19           |
| Other Crafts, Trades and Industrial Programs                      | 20           | 5             | 25           |
| Engineering and Applied Programs                                  | 33           | 13            | 46           |
| Architectural and Town Planning Programs                          | -            | 1             | 1            |
| Agriculture, Forestry and Fishing Programs                        | 32           | 37            | 69           |
| Home Economics and Domestic Science Programs                      | 1            | -             | 1            |
| Transport and Communication Programs                              | 100          | 4             | 104          |
| Service Traders Programs  | 410          | 268           | 678          |
| Programs in Mass Communication and Documentation                  | 11           | 24            | 35           |
| Other Programs  | 6            | 2             | 8            |
| <b>Total</b>  | <b>1,648</b> | <b>1,684</b>  | <b>3,332</b> |

## 6.2 Retired and Fired/Quit Employees

The result shows that, the total number of retired employees in 2018/19 was 994 persons of whom 781 persons were in the Government sector, 109 persons in Government Parastatals and 104 persons in the Private sector.

On the other hand, more male employees were retired compared to female employees in all sectors, Table 6.9.

**Table 6. 9: Number of Retired Employees by Sector and Sex; 2018/19**

| <b>Sector</b>         | <b>Male</b> | <b>Female</b> | <b>Total</b> |
|-----------------------|-------------|---------------|--------------|
| Government            | 486         | 295           | 781          |
| Government Parastatal | 84          | 25            | 109          |
| Private               | 61          | 43            | 104          |
| <b>Total</b>          | <b>631</b>  | <b>363</b>    | <b>994</b>   |

Table 6.10 shows that, the total number of fired/quit employees in 2018/19 was 740 out of whom 469 were male and 271 were female. The proportions of male fired/quit employees were higher than female employees in all sectors.

**Table 6. 10: Number of Fired/Quit Employees by Sector and Sex; 2018/19**

| <b>Sector</b>         | <b>Male</b> | <b>Female</b> | <b>Total</b> |
|-----------------------|-------------|---------------|--------------|
| Government            | 31          | 23            | 54           |
| Government Parastatal | 10          | 2             | 12           |
| Private               | 428         | 246           | 674          |
| <b>Total</b>          | <b>469</b>  | <b>271</b>    | <b>740</b>   |

## APPENDIXES

### Appendix 1: Tables

**Table 2. 1. 2: Number of Total Employment by Sector and Sex; 2018/19**

| Sector                | Male          | Female        | Total         |
|-----------------------|---------------|---------------|---------------|
| Government            | 14,562        | 17,753        | 32,315        |
| Government Parastatal | 4,395         | 2,085         | 6,480         |
| Private               | 16,031        | 7,978         | 24,009        |
| <b>Total</b>          | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

**Table 2. 2.2: Number of Youth (Age 15-35) employees Sector by, Type of Contract and Sex, 2018/19**

| Sector                | Permanent    |              |               | Temporary    |              |               | Casual     |            |              | Total         |               |               |
|-----------------------|--------------|--------------|---------------|--------------|--------------|---------------|------------|------------|--------------|---------------|---------------|---------------|
|                       | Male         | Female       | Total         | Male         | Female       | Total         | Male       | Female     | Total        | Male          | Female        | Total         |
| Government            | 3,640        | 5,317        | 8,957         | 285          | 328          | 613           | 0          | 0          | 0            | 3,925         | 5,645         | 9,570         |
| Government Parastatal | 796          | 445          | 1,241         | 493          | 292          | 785           | 0          | 0          | 0            | 1,289         | 737           | 2,026         |
| Private               | 1,001        | 346          | 1,347         | 8,716        | 4,869        | 13,585        | 919        | 544        | 1,463        | 10,636        | 5,759         | 16,395        |
| <b>Total</b>          | <b>5,437</b> | <b>6,108</b> | <b>11,545</b> | <b>9,494</b> | <b>5,489</b> | <b>14,983</b> | <b>919</b> | <b>544</b> | <b>1,463</b> | <b>15,850</b> | <b>12,141</b> | <b>27,991</b> |

**Table 2. 3.2: Number of Adult (Age 36+) employees Sector by, Type of Contract and Sex, 2018/19**

| Sector                | Permanent     |               |               | Temporary    |              |              | Casual     |            |            | Total         |               |               |
|-----------------------|---------------|---------------|---------------|--------------|--------------|--------------|------------|------------|------------|---------------|---------------|---------------|
|                       | Male          | Female        | Total         | Male         | Female       | Total        | Male       | Female     | Total      | Male          | Female        | Total         |
| Government            | 10,196        | 11,959        | 22,155        | 441          | 149          | 590          | 0          | 0          | 0          | 10,637        | 12,108        | 22,745        |
| Government Parastatal | 2,714         | 1,166         | 3,880         | 392          | 182          | 574          | 0          | 0          | 0          | 3,106         | 1,348         | 4,454         |
| Private               | 797           | 373           | 1,170         | 3,970        | 1,665        | 5,635        | 628        | 181        | 809        | 5,395         | 2,219         | 7,614         |
| <b>Total</b>          | <b>13,707</b> | <b>13,498</b> | <b>27,205</b> | <b>4,803</b> | <b>1,996</b> | <b>6,799</b> | <b>628</b> | <b>181</b> | <b>809</b> | <b>19,138</b> | <b>15,675</b> | <b>34,813</b> |

**Table 2. 4.2: Number of Employment by Sector, Types of Contract and Sex; 2018/19**

| Sector                   | Permanent     |               |               | Temporary     |              |               | Casual       |            |              | Total         |               |               |
|--------------------------|---------------|---------------|---------------|---------------|--------------|---------------|--------------|------------|--------------|---------------|---------------|---------------|
|                          | Male          | Female        | Total         | Male          | Female       | Total         | Male         | Female     | Total        | Male          | Female        | Total         |
| Government               | 13,836        | 17,276        | 31,112        | 726           | 477          | 1,203         | -            | -          | -            | 14,562        | 17,753        | 32,315        |
| Government<br>Parastatal | 3,510         | 1,611         | 5,121         | 885           | 474          | 1,359         | -            | -          | -            | 4,395         | 2,085         | 6,480         |
| Private                  | 1,798         | 719           | 2,517         | 12,686        | 6,534        | 19,220        | 1,547        | 725        | 2,272        | 16,031        | 7,978         | 24,009        |
| <b>Total</b>             | <b>19,144</b> | <b>19,606</b> | <b>38,750</b> | <b>14,297</b> | <b>7,485</b> | <b>21,782</b> | <b>1,547</b> | <b>725</b> | <b>2,272</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

**Table 2.5.2: Number of Employees Profession by Sector, Citizenship and Sex; 2018/19**

| 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               | 314          | 132        | 4,555        | 4,926        | 5,264         | 9,577         | 4,374        | 3,141        | -          | -         | 24           | 6          | -         | 2         | -         | -      |
| Government<br>Parastatal | 116          | 41         | 1,211        | 642          | 1,456         | 683           | 1,600        | 710          | -          | -         | 12           | 9          | -         | -         | -         | -      |
| Private                  | 1,306        | 531        | 1,158        | 683          | 7,735         | 3,995         | 3,735        | 1,830        | 210        | 80        | 282          | 104        | 58        | 30        | -         | -      |
| <b>Total</b>             | <b>1,736</b> | <b>704</b> | <b>6,924</b> | <b>6,251</b> | <b>14,455</b> | <b>14,255</b> | <b>9,709</b> | <b>5,681</b> | <b>210</b> | <b>80</b> | <b>318</b>   | <b>119</b> | <b>58</b> | <b>32</b> | -         | -      |

**Table 2. 6.2: Number of Employment by Sector, Citizenship and Sex; 2018/19**

| Sector                | Citizen       |               |               | Noncitizen |            |            | Total         |               |               |
|-----------------------|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
|                       | Male          | Female        | Total         | Male       | Female     | Total      | Male          | Female        | Total         |
| Government            | 14,538        | 17,745        | 32,283        | 24         | 8          | 32         | 14,562        | 17,753        | 32,315        |
| Government Parastatal | 4,383         | 2,076         | 6,459         | 12         | 9          | 21         | 4,395         | 2,085         | 6,480         |
| Private               | 15,481        | 7,764         | 23,245        | 550        | 214        | 764        | 16,031        | 7,978         | 24,009        |
| <b>Total</b>          | <b>34,402</b> | <b>27,585</b> | <b>61,987</b> | <b>586</b> | <b>231</b> | <b>817</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

**Table 2. 7.2: Percentage Distribution of Employees by Industry and Sex; 2017/18 and 2018/19**

| Industry   | 2017/2018     |               |               | 2018/2019     |               |               |
|--|---------------|---------------|---------------|---------------|---------------|---------------|
|  | Male          | Female        | Total         | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 4.1           | 3.2           | 3.7           | 3.7           | 3.4           | 3.6           |
| Mining and Quarrying   | 0.5           | 0.3           | 0.4           | 0.6           | 0.3           | 0.5           |
| Manufacturing  | 3.3           | 1.3           | 2.4           | 2.9           | 1.1           | 2.1           |
| Electricity, gas, steam and air conditioning supply                  | 1.9           | 0.5           | 1.3           | 1.8           | 0.5           | 1.2           |
| Water supply; sewerage, waste management and remediation activities  | 3.7           | 2.7           | 3.3           | 3.8           | 2.8           | 3.3           |
| Construction   | 4.0           | 0.8           | 2.6           | 3.2           | 0.7           | 2.1           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 3.0           | 1.5           | 2.3           | 2.7           | 1.5           | 2.1           |
| Transportation and storage   | 4.8           | 2.9           | 4.0           | 5.5           | 2.9           | 4.3           |
| Accommodation and food services activities                           | 20.4          | 13.4          | 17.3          | 23.9          | 14.5          | 19.7          |
| Information and communication  | 2.1           | 2.0           | 2.1           | 1.9           | 1.8           | 1.8           |
| Financial and insurance activities                                   | 1.5           | 1.2           | 1.4           | 1.5           | 1.1           | 1.3           |
| Real estate activities   | 0.1           | 0.1           | 0.1           | 0.2           | 0.1           | 0.2           |
| Professional, Scientific and technical activities                    | 1.4           | 0.9           | 1.2           | 1.2           | 0.9           | 1.1           |
| Administrative and support service activities                        | 1.3           | 0.4           | 0.9           | 1.2           | 0.4           | 0.8           |
| Public administration and defense; compulsory social security        | 22.1          | 15.9          | 19.4          | 20.6          | 16.4          | 18.7          |
| Education  | 18.5          | 39.5          | 27.9          | 18.0          | 37.8          | 26.8          |
| Human health and social work activity                                | 6.2           | 12.3          | 8.9           | 6.2           | 13.0          | 9.2           |
| Art, entertainment and recreation                                    | 0.5           | 0.5           | 0.5           | 0.6           | 0.6           | 0.6           |
| Other service activities   | 0.5           | 0.6           | 0.5           | 0.5           | 0.5           | 0.5           |
| <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>32,820</b> | <b>26,259</b> | <b>59,079</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

**Table 2. 8.2: Number of Total Employees by Industry, Age Group and Sex, 2018/19**

| Industry   | Youth (Age 15-35) |               |               | Adult (Age 36+) |               |               | Total         |               |               |
|--|-------------------|---------------|---------------|-----------------|---------------|---------------|---------------|---------------|---------------|
|  | Male              | Female        | Total         | Male            | Female        | Total         | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 300               | 335           | 635           | 998             | 602           | 1,600         | 1,298         | 937           | 2,235         |
| Mining and Quarrying   | 73                | 30            | 103           | 120             | 63            | 183           | 193           | 93            | 286           |
| Manufacturing  | 583               | 185           | 768           | 428             | 113           | 541           | 1,011         | 298           | 1,309         |
| Electricity, gas, steam and air conditioning supply                  | 230               | 52            | 282           | 394             | 75            | 469           | 624           | 127           | 751           |
| Water supply; sewerage, waste management and remediation activities  | 302               | 242           | 544           | 1,012           | 527           | 1,539         | 1,314         | 769           | 2,083         |
| Construction   | 311               | 57            | 368           | 821             | 124           | 945           | 1,132         | 181           | 1,313         |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 243               | 123           | 366           | 691             | 291           | 982           | 934           | 414           | 1,348         |
| Transportation and storage   | 661               | 310           | 971           | 1,252           | 494           | 1,746         | 1,913         | 804           | 2,717         |
| Accommodation and food services activities                           | 6,044             | 3,221         | 9,265         | 2,311           | 811           | 3,122         | 8,355         | 4,032         | 12,387        |
| Information and communication  | 448               | 295           | 743           | 214             | 194           | 408           | 662           | 489           | 1,151         |
| Financial and insurance activities                                   | 283               | 181           | 464           | 249             | 119           | 368           | 532           | 300           | 832           |
| Real estate activities   | 16                | 11            | 27            | 52              | 28            | 80            | 68            | 39            | 107           |
| Professional, Scientific and technical activities                    | 90                | 72            | 162           | 347             | 172           | 519           | 437           | 244           | 681           |
| Administrative and support service activities                        | 209               | 78            | 287           | 217             | 29            | 246           | 426           | 107           | 533           |
| Public administration and defense; compulsory social security        | 2,848             | 1,748         | 4,596         | 4,364           | 2,815         | 7,179         | 7,212         | 4,563         | 11,775        |
| Education  | 2,082             | 3,260         | 5,342         | 4,229           | 7,249         | 11,478        | 6,311         | 10,509        | 16,820        |
| Human health and social work activity                                | 959               | 1,831         | 2,790         | 1,219           | 1,775         | 2,994         | 2,178         | 3,606         | 5,784         |
| Art, entertainment and recreation                                    | 95                | 45            | 140           | 126             | 108           | 234           | 221           | 153           | 374           |
| Other service activities   | 73                | 65            | 138           | 94              | 86            | 180           | 167           | 151           | 318           |
| <b>Total</b>   | <b>15,850</b>     | <b>12,141</b> | <b>27,991</b> | <b>19,138</b>   | <b>15,675</b> | <b>34,813</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

**Table 2. 9.2: Number of Total Employment by Industry, Sector and Sex; 2018/19**

| Industry   | Government    |               |               | Government Parastatal |              |              | Private       |              |               | Total         |               |               |
|--|---------------|---------------|---------------|-----------------------|--------------|--------------|---------------|--------------|---------------|---------------|---------------|---------------|
|  | Male          | Female        | Total         | Male                  | Female       | Total        | Male          | Female       | Total         | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 1,180         | 808           | 1,988         | -                     | -            | -            | 118           | 129          | 247           | 1,298         | 937           | 2,235         |
| Mining and Quarrying   | -             | -             | -             | -                     | -            | -            | 193           | 93           | 286           | 193           | 93            | 286           |
| Manufacturing  | -             | -             | -             | 116                   | 105          | 221          | 895           | 193          | 1,088         | 1,011         | 298           | 1,309         |
| Electricity, gas, steam and air conditioning supply                  | -             | -             | -             | 624                   | 127          | 751          | -             | -            | -             | 624           | 127           | 751           |
| Water supply; sewerage, waste management and remediation activities  | 677           | 629           | 1,306         | 602                   | 90           | 692          | 35            | 50           | 85            | 1,314         | 769           | 2,083         |
| Construction   | 624           | 105           | 729           | -                     | -            | -            | 508           | 76           | 584           | 1,132         | 181           | 1,313         |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 108           | 19            | 127           | 113                   | 73           | 186          | 713           | 322          | 1,035         | 934           | 414           | 1,348         |
| Transportation and storage   | -             | -             | -             | 1,298                 | 684          | 1,982        | 615           | 120          | 735           | 1,913         | 804           | 2,717         |
| Accommodation and food services activities                           | -             | -             | -             | -                     | -            | -            | 8,355         | 4,032        | 12,387        | 8,355         | 4,032         | 12,387        |
| Information and communication  | -             | -             | -             | 184                   | 205          | 389          | 478           | 284          | 762           | 662           | 489           | 1,151         |
| Financial and insurance activities                                   | -             | -             | -             | 420                   | 246          | 666          | 112           | 54           | 166           | 532           | 300           | 832           |
| Real estate activities   | -             | -             | -             | 64                    | 36           | 100          | 4             | 3            | 7             | 68            | 39            | 107           |
| Professional, Scientific and technical activities                    | 367           | 214           | 581           | 43                    | 18           | 61           | 27            | 12           | 39            | 437           | 244           | 681           |
| Administrative and support service activities                        |               |               |               |                       |              |              | 426           | 107          | 533           | 426           | 107           | 533           |
| Public administration and defense; compulsory social security        | 5,377         | 4,187         | 9,564         | 497                   | 235          | 732          | 1,338         | 141          | 1,479         | 7,212         | 4,563         | 11,775        |
| Education  | 4,432         | 8,663         | 13,095        | 411                   | 235          | 646          | 1,468         | 1,611        | 3,079         | 6,311         | 10,509        | 16,820        |
| Human health and social work activity                                | 1,700         | 3,023         | 4,723         | -                     | -            | -            | 478           | 583          | 1,061         | 2,178         | 3,606         | 5,784         |
| Art, entertainment and recreation                                    | 96            | 102           | 198           | 23                    | 31           | 54           | 102           | 20           | 122           | 221           | 153           | 374           |
| Other service activities   | 1             | 3             | 4             | -                     | -            | -            | 166           | 148          | 314           | 167           | 151           | 318           |
| <b>Total</b>   | <b>14,562</b> | <b>17,753</b> | <b>32,315</b> | <b>4,395</b>          | <b>2,085</b> | <b>6,480</b> | <b>16,031</b> | <b>7,978</b> | <b>24,009</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

**Table 2.10.2: Number of Employment by Industry, Types of Contract and Sex; 2018/19 - Government**

| Industry   | Permanent     |               |               | Temporary  |            |              | Total         |               |               |
|--|---------------|---------------|---------------|------------|------------|--------------|---------------|---------------|---------------|
|  | Male          | Female        | Total         | Male       | Female     | Total        | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 1,180         | 808           | 1,988         | -          | -          | -            | 1,180         | 808           | 1,988         |
| Water supply; sewerage, waste management and remediation activities  | 526           | 505           | 1,031         | 151        | 124        | 275          | 677           | 629           | 1,306         |
| Construction   | 622           | 105           | 727           | 2          | -          | 2            | 624           | 105           | 729           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 108           | 19            | 127           | -          | -          | -            | 108           | 19            | 127           |
| Professional, Scientific and technical activities                    | 364           | 213           | 577           | 3          | 1          | 4            | 367           | 214           | 581           |
| Public administration and defense; compulsory social security        | 4,856         | 3,852         | 8,708         | 521        | 335        | 856          | 5,377         | 4,187         | 9,564         |
| Education  | 4,387         | 8,652         | 13,039        | 45         | 11         | 56           | 4,432         | 8,663         | 13,095        |
| Human health and social work activity                                | 1,696         | 3,017         | 4,713         | 4          | 6          | 10           | 1,700         | 3,023         | 4,723         |
| Art, entertainment and recreation                                    | 96            | 102           | 198           | -          | -          | -            | 96            | 102           | 198           |
| Other service activities   | 1             | 3             | 4             | -          | -          | -            | 1             | 3             | 4             |
| <b>Total</b>   | <b>13,836</b> | <b>17,276</b> | <b>31,112</b> | <b>726</b> | <b>477</b> | <b>1,203</b> | <b>14,562</b> | <b>17,753</b> | <b>32,315</b> |

**Table 2.11.2: Number of Employment by Industry, Types of Contract and Sex; 2018/19 –Government Parastatal**

| Industry   | Permanent    |              |              | Temporary  |            |              | Total        |              |              |
|--|--------------|--------------|--------------|------------|------------|--------------|--------------|--------------|--------------|
|  | Male         | Female       | Total        | Male       | Female     | Total        | Male         | Female       | Total        |
| Manufacturing  | 106          | 98           | 204          | 10         | 7          | 17           | 116          | 105          | 221          |
| Electricity, gas, steam and air conditioning supply                  | 624          | 127          | 751          | -          | -          | -            | 624          | 127          | 751          |
| Water supply; sewerage, waste management and remediation activities  | 496          | 86           | 582          | 106        | 4          | 110          | 602          | 90           | 692          |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 108          | 35           | 143          | 5          | 38         | 43           | 113          | 73           | 186          |
| Transportation and storage   | 822          | 431          | 1,253        | 476        | 253        | 729          | 1,298        | 684          | 1,982        |
| Information and communication  | 173          | 194          | 367          | 11         | 11         | 22           | 184          | 205          | 389          |
| Financial and insurance activities                                   | 210          | 120          | 330          | 210        | 126        | 336          | 420          | 246          | 666          |
| Real estate activities   | 59           | 36           | 95           | 5          | -          | 5            | 64           | 36           | 100          |
| Professional, Scientific and technical activities                    | 34           | 16           | 50           | 9          | 2          | 11           | 43           | 18           | 61           |
| Public administration and defense; compulsory social security        | 474          | 218          | 692          | 23         | 17         | 40           | 497          | 235          | 732          |
| Education  | 381          | 219          | 600          | 30         | 16         | 46           | 411          | 235          | 646          |
| Art, entertainment and recreation                                    | 23           | 31           | 54           | -          | -          | -            | 23           | 31           | 54           |
| <b>Total</b>   | <b>3,510</b> | <b>1,611</b> | <b>5,121</b> | <b>885</b> | <b>474</b> | <b>1,359</b> | <b>4,395</b> | <b>2,085</b> | <b>6,480</b> |

**Table 2.12.2: Number of Employment by Industry, Types of Contract and Sex; 2018/19 –Private**

| Industry   | Permanent    |            |              | Temporary     |              |               | Casual       |            |              | Total         |              |               |
|--|--------------|------------|--------------|---------------|--------------|---------------|--------------|------------|--------------|---------------|--------------|---------------|
|  | Male         | Female     | Total        | Male          | Female       | Total         | Male         | Female     | Total        | Male          | Female       | Total         |
| Agriculture, forestry and fishing                                    | -            | -          | -            | 118           | 129          | 247           | -            | -          | -            | 118           | 129          | 247           |
| Mining and Quarrying   | 6            | 4          | 10           | 9             | 16           | 25            | 178          | 73         | 251          | 193           | 93           | 286           |
| Manufacturing  | 149          | 27         | 176          | 484           | 139          | 623           | 262          | 27         | 289          | 895           | 193          | 1,088         |
| Water supply; sewerage, waste management and remediation activities  | -            | -          | -            | 35            | 50           | 85            | -            | -          | -            | 35            | 50           | 85            |
| Construction   | 90           | 27         | 117          | 388           | 44           | 432           | 30           | 5          | 35           | 508           | 76           | 584           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 41           | 16         | 57           | 602           | 278          | 880           | 70           | 28         | 98           | 713           | 322          | 1,035         |
| Transportation and storage   | 43           | 17         | 60           | 572           | 100          | 672           | -            | 3          | 3            | 615           | 120          | 735           |
| Accommodation and food services activities                           | 395          | 164        | 559          | 7,427         | 3,723        | 11,150        | 533          | 145        | 678          | 8,355         | 4,032        | 12,387        |
| Information and communication  | 32           | 18         | 50           | 174           | 59           | 233           | 272          | 207        | 479          | 478           | 284          | 762           |
| Financial and insurance activities                                   | 101          | 48         | 149          | 11            | 6            | 17            | -            | -          | -            | 112           | 54           | 166           |
| Real estate activities   | -            | -          | -            | 4             | 3            | 7             | -            | -          | -            | 4             | 3            | 7             |
| Professional, Scientific and technical activities                    | -            | -          | -            | 27            | 12           | 39            | -            | -          | -            | 27            | 12           | 39            |
| Administrative and support service activities                        | 194          | 27         | 221          | 229           | 79           | 308           | 3            | 1          | 4            | 426           | 107          | 533           |
| Public administration and defense; compulsory social security        | 387          | 43         | 430          | 951           | 98           | 1,049         | -            | -          | -            | 1,338         | 141          | 1,479         |
| Education  | 195          | 188        | 383          | 1,228         | 1,367        | 2,595         | 45           | 56         | 101          | 1,468         | 1,611        | 3,079         |
| Human health and social work activity                                | 63           | 77         | 140          | 284           | 380          | 664           | 131          | 126        | 257          | 478           | 583          | 1,061         |
| Art, entertainment and recreation                                    | 37           | 9          | 46           | 64            | 9            | 73            | 1            | 2          | 3            | 102           | 20           | 122           |
| Other service activities   | 65           | 54         | 119          | 79            | 42           | 121           | 22           | 52         | 74           | 166           | 148          | 314           |
| <b>Total</b>   | <b>1,798</b> | <b>719</b> | <b>2,517</b> | <b>12,686</b> | <b>6,534</b> | <b>19,220</b> | <b>1,547</b> | <b>725</b> | <b>2,272</b> | <b>16,031</b> | <b>7,978</b> | <b>24,009</b> |

**Table 2.13.2: Number of Total Employment by Industry, Citizenship and Sex; 2018/19**

| Industry   | Citizen       |               |               | Noncitizen |            |            | Total         |               |               |
|--|---------------|---------------|---------------|------------|------------|------------|---------------|---------------|---------------|
|  | Male          | Female        | Total         | Male       | Female     | Total      | Male          | Female        | Total         |
| Agriculture, forestry and fishing                                    | 1,298         | 937           | 2,235         | 0          | 0          | 0          | 1,298         | 937           | 2,235         |
| Mining and Quarrying   | 192           | 93            | 285           | 1          | 0          | 1          | 193           | 93            | 286           |
| Manufacturing  | 955           | 297           | 1,252         | 56         | 1          | 57         | 1,011         | 298           | 1,309         |
| Electricity, gas, steam and air conditioning supply                  | 624           | 127           | 751           | 0          | 0          | 0          | 624           | 127           | 751           |
| Water supply; sewerage, waste management and remediation activities  | 1,314         | 769           | 2,083         | 0          | 0          | 0          | 1,314         | 769           | 2,083         |
| Construction   | 1,111         | 179           | 1,290         | 21         | 2          | 23         | 1,132         | 181           | 1,313         |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 918           | 414           | 1,332         | 16         | 0          | 16         | 934           | 414           | 1,348         |
| Transportation and storage   | 1,895         | 802           | 2,697         | 18         | 2          | 20         | 1,913         | 804           | 2,717         |
| Accommodation and food services activities                           | 7,995         | 3,882         | 11,877        | 360        | 150        | 510        | 8,355         | 4,032         | 12,387        |
| Information and communication  | 660           | 489           | 1,149         | 2          | 0          | 2          | 662           | 489           | 1,151         |
| Financial and insurance activities                                   | 532           | 300           | 832           | 0          | 0          | 0          | 532           | 300           | 832           |
| Real estate activities   | 68            | 39            | 107           | 0          | 0          | 0          | 68            | 39            | 107           |
| Professional, Scientific and technical activities                    | 437           | 244           | 681           | 0          | 0          | 0          | 437           | 244           | 681           |
| Administrative and support service activities                        | 416           | 100           | 516           | 10         | 7          | 17         | 426           | 107           | 533           |
| Public administration and defense; compulsory social security        | 7,207         | 4,559         | 11,766        | 5          | 4          | 9          | 7,212         | 4,563         | 11,775        |
| Education  | 6,232         | 10,458        | 16,690        | 79         | 51         | 130        | 6,311         | 10,509        | 16,820        |
| Human health and social work activity                                | 2,169         | 3,596         | 5,765         | 9          | 10         | 19         | 2,178         | 3,606         | 5,784         |
| Art, entertainment and recreation                                    | 212           | 150           | 362           | 9          | 3          | 12         | 221           | 153           | 374           |
| Other service activities   | 167           | 150           | 317           | 0          | 1          | 1          | 167           | 151           | 318           |
| <b>Total</b>   | <b>34,402</b> | <b>27,585</b> | <b>61,987</b> | <b>586</b> | <b>231</b> | <b>817</b> | <b>34,988</b> | <b>27,816</b> | <b>62,804</b> |

**Table 3.1.3 Total Number of Regular Citizen Employees by Wage Group and Sex; 2018/19**

| <b>Wage Group</b> | <b>Male</b>   | <b>Female</b> | <b>Total</b>  |
|-------------------|---------------|---------------|---------------|
| Under 200,000     | 234           | 208           | 442           |
| 200,000-299,999   | 217           | 171           | 388           |
| 300,000-399,999   | 7,455         | 7,216         | 14,671        |
| 400,000-499,999   | 3,747         | 6,126         | 9,873         |
| 500,000-599,999   | 2,651         | 2,464         | 5,115         |
| 600,000 +         | 4,810         | 3,411         | 8,221         |
| <b>Total</b>      | <b>19,114</b> | <b>19,596</b> | <b>38,710</b> |

**Table 3.2.3: Total Number of Regular Citizen Employees by Wage Group, Sector and Sex; 2018/19**

| <b>Wage Group</b> | <b>Government</b> |               |               | <b>Government Parastatal</b> |               |              | <b>Private</b> |               |              | <b>Total</b>  |               |               |
|-------------------|-------------------|---------------|---------------|------------------------------|---------------|--------------|----------------|---------------|--------------|---------------|---------------|---------------|
|                   | <b>Male</b>       | <b>Female</b> | <b>Total</b>  | <b>Male</b>                  | <b>Female</b> | <b>Total</b> | <b>Male</b>    | <b>Female</b> | <b>Total</b> | <b>Male</b>   | <b>Female</b> | <b>Total</b>  |
| Under 200,000     | -                 | -             | -             | -                            | -             | -            | 62             | 73            | 135          | 62            | 73            | 135           |
| 200,000 -299,999  | -                 | -             | -             | -                            | -             | -            | 172            | 109           | 281          | 172           | 109           | 281           |
| 300,000 -399,999  | 5,880             | 6,637         | 12,517        | 733                          | 351           | 1,084        | 844            | 229           | 1,073        | 7,457         | 7,217         | 14,674        |
| 400,000 -499,999  | 2,939             | 5,785         | 8,724         | 642                          | 291           | 933          | 166            | 50            | 216          | 3,747         | 6,126         | 9,873         |
| 500,000 -599,999  | 1,895             | 2,138         | 4,033         | 667                          | 292           | 959          | 112            | 64            | 176          | 2,674         | 2,494         | 5,168         |
| 600,000 +         | 3,122             | 2,716         | 5,838         | 1,468                        | 677           | 2,145        | 412            | 184           | 596          | 5,002         | 3,577         | 8,579         |
| <b>Total</b>      | <b>13,836</b>     | <b>17,276</b> | <b>31,112</b> | <b>3,510</b>                 | <b>1,611</b>  | <b>5,121</b> | <b>1,768</b>   | <b>709</b>    | <b>2,477</b> | <b>19,114</b> | <b>19,596</b> | <b>38,710</b> |

**Table 3.3.3: Number of Permanent Citizen Employees by Industry and Wage group; 2018/19**

| <b>Industry</b>  | <b>Under<br/>200,000</b> | <b>200,000-<br/>299,999</b> | <b>300,000-<br/>399,999</b> | <b>400,000-<br/>499,999</b> | <b>500,000-<br/>599,999</b> | <b>600,000 +</b> | <b>Total</b>  |
|--|--------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|------------------|---------------|
| Agriculture, forestry and fishing                                    | -                        | -                           | 1,547                       | 240                         | 87                          | 114              | 1,988         |
| Mining and Quarrying   | -                        | -                           | -                           | -                           | -                           | 9                | 9             |
| Manufacturing  | 13                       | 15                          | 201                         | 55                          | 34                          | 52               | 370           |
| Electricity, gas, steam and air conditioning supply                  | -                        | -                           | -                           | 76                          | 358                         | 317              | 751           |
| Water supply; sewerage, waste management and remediation activities  | -                        | -                           | 1,120                       | 240                         | 170                         | 83               | 1,613         |
| Construction   | -                        | 5                           | 617                         | 93                          | 28                          | 101              | 844           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 1                        | 15                          | 132                         | 52                          | 79                          | 48               | 327           |
| Transportation and storage   | 3                        | 2                           | 229                         | 476                         | 243                         | 360              | 1,313         |
| Accommodation and food services activities                           | 5                        | 70                          | 212                         | 86                          | 88                          | 88               | 549           |
| Information and communication  | -                        | 8                           | 190                         | 66                          | 29                          | 123              | 416           |
| Financial and insurance activities                                   | -                        | -                           | -                           | 11                          | 24                          | 444              | 479           |
| Real estate activities   | -                        | -                           | 49                          | 23                          | 12                          | 11               | 95            |
| Professional, Scientific and technical activities                    | -                        | -                           | 319                         | 92                          | 43                          | 173              | 627           |
| Administrative and support service activities                        | 7                        | 43                          | 121                         | 24                          | 9                           | 11               | 215           |
| Public administration and defense; compulsory social security        | -                        | -                           | 4,307                       | 1,636                       | 1,240                       | 2,647            | 9,830         |
| Education  | 71                       | 85                          | 3,429                       | 5,184                       | 2,188                       | 3,061            | 14,018        |
| Human health and social work activity                                | 10                       | 2                           | 1,996                       | 1,454                       | 496                         | 895              | 4,853         |
| Art, entertainment and recreation                                    | -                        | 11                          | 185                         | 49                          | 20                          | 25               | 290           |
| Other service activities   | 25                       | 25                          | 20                          | 16                          | 20                          | 17               | 123           |
| <b>Total</b>   | <b>135</b>               | <b>281</b>                  | <b>14,674</b>               | <b>9,873</b>                | <b>5,168</b>                | <b>8,579</b>     | <b>38,710</b> |

**Table 4. 1.4: Annual Earnings by Sector and Sex; 2017/18 and 2018/19****(TZS Million)**

| <b>Sector</b>         | <b>2017/2018</b> |                |                | <b>2018/2019</b> |                |                |
|-----------------------|------------------|----------------|----------------|------------------|----------------|----------------|
|                       | <b>Male</b>      | <b>Female</b>  | <b>Total</b>   | <b>Male</b>      | <b>Female</b>  | <b>Total</b>   |
| Government            | 95,248           | 101,619        | 196,867        | 97,379           | 113,587        | 210,966        |
| Government Parastatal | 33,999           | 17,293         | 51,292         | 41,362           | 18,231         | 59,593         |
| Private               | 82,285           | 34,552         | 116,838        | 94,778           | 40,429         | 135,207        |
| <b>Total</b>          | <b>211,532</b>   | <b>153,465</b> | <b>364,997</b> | <b>233,519</b>   | <b>172,247</b> | <b>405,766</b> |

**Table 4.2.4: Monthly Average Salary of Employees by Sector and Sex; 2018/2019****(TZS)**

| <b>Sector</b>         | <b>Male</b>    | <b>Female</b>  | <b>Total</b>   |
|-----------------------|----------------|----------------|----------------|
| Government            | 557,267        | 533,184        | 544,036        |
| Government Parastatal | 784,262        | 728,651        | 766,369        |
| Private               | 492,683        | 422,295        | 469,293        |
| <b>Total</b>          | <b>556,189</b> | <b>516,031</b> | <b>538,403</b> |

**Table 4.3.4: Annual Salary of Employees by Industry and Sex; 2018/2019**  
(TZS Million)

| <b>Industry</b>  | <b>Male</b>    | <b>Female</b>  | <b>Total</b>   |
|--|----------------|----------------|----------------|
| Agriculture, forestry and fishing                                    | 7,212          | 4,686          | 11,898         |
| Mining and Quarrying   | 931            | 651            | 1,581          |
| Manufacturing  | 5,374          | 1,334          | 6,708          |
| Electricity, gas, steam and air conditioning supply                  | 4,628          | 776            | 5,403          |
| Water supply; sewerage, waste management and remediation activities  | 5,978          | 3,206          | 9,184          |
| Construction   | 7,449          | 1,118          | 8,567          |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 4,841          | 1,657          | 6,497          |
| Transportation and storage   | 13,701         | 4,558          | 18,259         |
| Accommodation and food services activities                           | 50,420         | 22,196         | 72,616         |
| Information and communication  | 3,957          | 2,298          | 6,254          |
| Financial and insurance activities                                   | 10,321         | 4,895          | 15,216         |
| Real estate activities   | 426            | 239            | 665            |
| Professional, Scientific and technical activities                    | 3,535          | 1,898          | 5,433          |
| Administrative and support service activities                        | 2,331          | 772            | 3,103          |
| Public administration and defense; compulsory social security        | 50,255         | 30,278         | 80,532         |
| Education  | 45,301         | 69,335         | 114,635        |
| Human health and social work activity                                | 14,609         | 20,986         | 35,595         |
| Art, entertainment and recreation                                    | 1,175          | 767            | 1,942          |
| Other service activities   | 1,077          | 599            | 1,676          |
| <b>Total</b>   | <b>233,519</b> | <b>172,247</b> | <b>405,766</b> |

**Table 4.4.4: Monthly Cash Earnings of Regular Citizen Employees by Industry, Sector and Sex; 2018/19**  
(TZS Million)

| Industry   | Government   |              |              | Government Parastatal |            |            | Private    |            |            | Total        |              |              |
|--|--------------|--------------|--------------|-----------------------|------------|------------|------------|------------|------------|--------------|--------------|--------------|
|  | Male         | Female       | Total        | Male                  | Female     | Total      | Male       | Female     | Total      | Male         | Female       | Total        |
| Agriculture, forestry and fishing                                    | 120          | 137          | 257          | -                     | -          | -          | -          | -          | -          | 120          | 137          | 257          |
| Mining and Quarrying   | -            | -            | -            | -                     | -          | -          | 5          | 31         | 36         | 5            | 31           | 36           |
| Manufacturing  | -            | -            | -            | 14                    | 8          | 22         | 27         | 5          | 32         | 40           | 13           | 54           |
| Electricity, gas, steam and air conditioning supply                  | -            | -            | -            | 131                   | 16         | 148        | -          | -          | -          | 131          | 16           | 148          |
| Water supply; sewerage, waste management and remediation activities  | 41           | 36           | 78           | 18                    | 16         | 34         | -          | -          | -          | 59           | 52           | 111          |
| Construction   | 11           | 4            | 15           | -                     | -          | -          | 14         | 6          | 20         | 24           | 11           | 35           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 8            | 1            | 9            | 11                    | 5          | 17         | 6          | 2          | 8          | 25           | 8            | 33           |
| Transportation and storage   | -            | -            | -            | 74                    | 63         | 137        | 72         | 12         | 84         | 145          | 75           | 221          |
| Accommodation and food services activities                           | -            | -            | -            | -                     | -          | -          | 92         | 73         | 165        | 92           | 73           | 165          |
| Information and communication  | -            | -            | -            | 16                    | 15         | 31         | 10         | 6          | 16         | 26           | 21           | 48           |
| Financial and insurance activities                                   | -            | -            | -            | 52                    | 51         | 103        | 104        | 40         | 144        | 156          | 91           | 247          |
| Real estate activities   | -            | -            | -            | 8                     | 4          | 13         | -          | -          | -          | 8            | 4            | 13           |
| Professional, Scientific and technical activities                    | 40           | 34           | 74           | -                     | -          | -          | -          | -          | -          | 40           | 34           | 74           |
| Administrative and support service activities                        | -            | -            | -            | -                     | -          | -          | 31         | 6          | 37         | 31           | 6            | 37           |
| Public administration and defense; compulsory social security        | 706          | 692          | 1,398        | 117                   | 56         | 173        | 114        | 11         | 125        | 937          | 760          | 1,697        |
| Education  | 592          | 1,016        | 1,608        | 118                   | 66         | 184        | 30         | 28         | 57         | 739          | 1,110        | 1,849        |
| Human health and social work activity                                | 336          | 708          | 1,043        | -                     | -          | -          | 2          | 3          | 5          | 338          | 711          | 1,049        |
| Art, entertainment and recreation                                    | 6            | 7            | 13           | 5                     | 6          | 11         | 4          | 1          | 5          | 14           | 14           | 29           |
| Other service activities   | -            | 0            | 0            | -                     | -          | -          | 11         | 8          | 20         | 11           | 9            | 20           |
| <b>Total</b>   | <b>1,859</b> | <b>2,636</b> | <b>4,495</b> | <b>563</b>            | <b>308</b> | <b>871</b> | <b>521</b> | <b>233</b> | <b>755</b> | <b>2,943</b> | <b>3,177</b> | <b>6,120</b> |

**Table 5. 1.5: Annual Wage bill by Sector; 2018/19****(TZS Million)**

| <b>Sector</b>         | <b>Salary</b>  | <b>Free Ration</b> | <b>Other Benefit</b> | <b>Wage Bill</b> |
|-----------------------|----------------|--------------------|----------------------|------------------|
| Government            | 210,966        | 1,159              | 54,634               | 266,760          |
| Government Parastatal | 59,593         | 2,112              | 27,584               | 89,289           |
| Private               | 135,207        | 17,479             | 29,542               | 182,228          |
| <b>Total</b>          | <b>405,766</b> | <b>20,751</b>      | <b>111,760</b>       | <b>538,277</b>   |

**Table 5.2.5: Composition of Annual Wage Bill by Industry; 2018/19****(TZS Million)**

| <b>Sector</b>  | <b>Salary</b>  | <b>Free Ration</b> | <b>Other Benefit</b> | <b>Wage Bill</b> |
|--|----------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing                                    | 11,898         | 24                 | 1,298                | 13,220           |
| Mining and Quarrying   | 1,581          | 9                  | 301                  | 1,891            |
| Manufacturing  | 6,708          | 478                | 1,659                | 8,845            |
| Electricity, gas, steam and air conditioning supply                  | 5,403          | -                  | 3,430                | 8,833            |
| Water supply; sewerage, waste management and remediation activities  | 9,184          | 135                | 7,172                | 16,492           |
| Construction   | 8,567          | 259                | 1,574                | 10,400           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 6,497          | 533                | 3,107                | 10,137           |
| Transportation and storage   | 18,259         | 821                | 4,492                | 23,572           |
| Accommodation and food services activities                           | 72,616         | 15,203             | 14,330               | 102,149          |
| Information and communication  | 6,254          | 10                 | 856                  | 7,119            |
| Financial and insurance activities                                   | 15,216         | 526                | 8,118                | 23,859           |
| Real estate activities   | 665            | -                  | 151                  | 816              |
| Professional, Scientific and technical activities                    | 5,433          | 103                | 2,095                | 7,631            |
| Administrative and support service activities                        | 3,103          | 144                | 509                  | 3,756            |
| Public administration and defense; compulsory social security        | 80,532         | 1,714              | 36,498               | 118,745          |
| Education  | 114,635        | 545                | 18,401               | 133,582          |
| Human health and social work activity                                | 35,595         | 196                | 7,100                | 42,891           |
| Art, entertainment and recreation                                    | 1,942          | 20                 | 370                  | 2,331            |
| Other service activities   | 1,676          | 33                 | 300                  | 2,009            |
| <b>Total</b>   | <b>405,766</b> | <b>20,751</b>      | <b>111,760</b>       | <b>538,277</b>   |

**Table 5.3.5: Composition of Annual Wage Bill by Industry and Types of Contract; 2018/19  
(TZS Million)**

| Industry   | Salary         |                |              | Free Ration   | Other Benefit  | Wage bill      |
|--|----------------|----------------|--------------|---------------|----------------|----------------|
|  | Permanent      | Temporary      | Casual       |               |                |                |
| Agriculture, forestry and fishing                                    | 11,131         | 767            | -            | 24            | 1,298          | 13,220         |
| Mining and Quarrying   | 574            | 72             | 935          | 9             | 301            | 1,891          |
| Manufacturing  | 2,217          | 3,598          | 893          | 478           | 1,659          | 8,845          |
| Electricity, gas, steam and air conditioning supply                  | 5,403          | -              | -            | -             | 3,430          | 8,833          |
| Water supply; sewerage, waste management and remediation activities  | 8,029          | 1,155          | -            | 135           | 7,172          | 16,492         |
| Construction   | 5,077          | 3,377          | 114          | 259           | 1,574          | 10,400         |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 1,869          | 4,363          | 265          | 533           | 3,107          | 10,137         |
| Transportation and storage   | 9,689          | 8,562          | 8            | 821           | 4,492          | 23,572         |
| Accommodation and food services activities                           | 4,649          | 65,986         | 1,981        | 15,203        | 14,330         | 102,149        |
| Information and communication  | 3,534          | 1,428          | 1,292        | 10            | 856            | 7,119          |
| Financial and insurance activities                                   | 10,958         | 4,258          | -            | 526           | 8,118          | 23,859         |
| Real estate activities   | 631            | 34             | -            | -             | 151            | 816            |
| Professional, Scientific and technical activities                    | 4,915          | 519            | -            | 103           | 2,095          | 7,631          |
| Administrative and support service activities                        | 1,608          | 1,487          | 9            | 144           | 509            | 3,756          |
| Public administration and defense; compulsory social security        | 72,905         | 7,628          | -            | 1,714         | 36,498         | 118,745        |
| Education  | 100,224        | 14,219         | 192          | 545           | 18,401         | 133,582        |
| Human health and social work activity                                | 30,716         | 4,204          | 675          | 196           | 7,100          | 42,891         |
| Art, entertainment and recreation                                    | 1,592          | 339            | 11           | 20            | 370            | 2,331          |
| Other service activities   | 713            | 869            | 93           | 33            | 300            | 2,009          |
| <b>Total</b>   | <b>276,435</b> | <b>122,866</b> | <b>6,466</b> | <b>20,751</b> | <b>111,760</b> | <b>538,277</b> |

**Table 5. 4.5: Composition of Annual Wage Bill by Industry; 2018/19 – Government**  
(TZS Million)

| <b>Industry</b>  | <b>Salary</b>  | <b>Free Ration</b> | <b>Other Benefit</b> | <b>Wage bill</b> |
|--|----------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing                                    | 11,131         | 24                 | 1,297                | 12,453           |
| Water supply; sewerage, waste management and remediation activities  | 5,380          | 124                | 5,912                | 11,416           |
| Construction   | 4,003          | 5                  | 506                  | 4,514            |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 595            | -                  | 153                  | 748              |
| Professional, Scientific and technical activities                    | 3,355          | 65                 | 1,698                | 5,117            |
| Public administration and defense; compulsory social security        | 65,789         | 901                | 30,048               | 96,739           |
| Education  | 90,241         | 25                 | 8,624                | 98,889           |
| Human health and social work activity                                | 29,423         | 8                  | 6,186                | 35,617           |
| Art, entertainment and recreation                                    | 964            | 6                  | 209                  | 1,179            |
| Other service activities   | 86             | -                  | 2                    | 88               |
| <b>Total</b>   | <b>210,966</b> | <b>1,159</b>       | <b>54,634</b>        | <b>266,760</b>   |

**Table 5.5.5: Composition of Annual Wage Bill by Industry; 2018/19 – Government**  
**Parastatal**

(TZS Million)

| <b>Industry</b>  | <b>Salary</b> | <b>Free Ration</b> | <b>Other Benefit</b> | <b>Wage bill</b> |
|--|---------------|--------------------|----------------------|------------------|
| Manufacturing  | 1,220         | 5                  | 548                  | 1,773            |
| Electricity, gas, steam and air conditioning supply                  | 5,403         | -                  | 3,430                | 8,833            |
| Water supply; sewerage, waste management and remediation activities  | 3,621         | 11                 | 1,237                | 4,868            |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 1,206         | 204                | 1,261                | 2,671            |
| Transportation and storage   | 11,723        | 615                | 3,064                | 15,401           |
| Information and communication  | 2,208         | 3                  | 584                  | 2,795            |
| Financial and insurance activities                                   | 11,933        | 431                | 7,138                | 19,503           |
| Real estate activities   | 642           | -                  | 150                  | 793              |
| Professional, Scientific and technical activities                    | 1,767         | 6                  | 339                  | 2,112            |
| Public administration and defense; compulsory social security        | 10,632        | 808                | 4,674                | 16,115           |
| Education  | 8,934         | 28                 | 5,084                | 14,046           |
| Art, entertainment and recreation                                    | 304           | 1                  | 75                   | 379              |
| <b>Total</b>   | <b>59,593</b> | <b>2,112</b>       | <b>27,584</b>        | <b>89,289</b>    |

**Table 5.6.5: Composition of Annual Wage Bill by Industry; 2018/19 – Private**

**(TZS Million)**

| <b>Industry</b>  | <b>Salary</b>  | <b>Free Ration</b> | <b>Other Benefit</b> | <b>Wage bill</b> |
|--|----------------|--------------------|----------------------|------------------|
| Agriculture, forestry and fishing                                    | 767            | -                  | 1                    | 768              |
| Mining and Quarrying   | 1,581          | 9                  | 301                  | 1,891            |
| Manufacturing  | 5,488          | 473                | 1,111                | 7,072            |
| Water supply; sewerage, waste management and remediation activities  | 184            | -                  | 23                   | 207              |
| Construction   | 4,564          | 253                | 1,068                | 5,886            |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 4,696          | 329                | 1,694                | 6,718            |
| Transportation and storage   | 6,536          | 206                | 1,428                | 8,170            |
| Accommodation and food services activities                           | 72,616         | 15,203             | 14,330               | 102,149          |
| Information and communication  | 4,046          | 6                  | 272                  | 4,325            |
| Financial and insurance activities                                   | 3,282          | 94                 | 980                  | 4,356            |
| Real estate activities   | 22             | -                  | 1                    | 23               |
| Professional, Scientific and technical activities                    | 311            | 32                 | 58                   | 401              |
| Administrative and support service activities                        | 3,103          | 144                | 509                  | 3,756            |
| Public administration and defense; compulsory social security        | 4,111          | 5                  | 1,776                | 5,891            |
| Education  | 15,461         | 492                | 4,693                | 20,646           |
| Human health and social work activity                                | 6,173          | 188                | 914                  | 7,274            |
| Art, entertainment and recreation                                    | 674            | 13                 | 86                   | 773              |
| Other service activities   | 1,590          | 33                 | 298                  | 1,921            |
| <b>Total</b>   | <b>135,207</b> | <b>17,479</b>      | <b>29,542</b>        | <b>182,228</b>   |

**Table 6.1.6: Number of New Employees by Sector and Sex; 2018/19**

| <b>Sector</b>         | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|-----------------------|--------------|---------------|--------------|
| Government            | 780          | 1,044         | 1,824        |
| Government Parastatal | 182          | 130           | 312          |
| Private               | 686          | 510           | 1,196        |
| <b>Total</b>          | <b>1,648</b> | <b>1,684</b>  | <b>3,332</b> |

**Table 6.2.6: Number of New Employee by Industry and sex; 2018/19**

| <b>Industry</b>  | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|--|--------------|---------------|--------------|
| Agriculture, forestry and fishing                                    | 26           | 33            | 59           |
| Manufacturing  | 31           | 10            | 41           |
| Electricity, gas, steam and air conditioning supply                  | 4            | 2             | 6            |
| Water supply; sewerage, waste management and remediation activities  | 23           | 27            | 50           |
| Construction   | 51           | 31            | 82           |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 31           | 5             | 36           |
| Transportation and storage   | 129          | 85            | 214          |
| Accommodation and food services activities                           | 301          | 259           | 560          |
| Information and communication  | 11           | 4             | 15           |
| Financial and insurance activities                                   | 22           | 15            | 37           |
| Real estate activities   | 12           | 3             | 15           |
| Professional, Scientific and technical activities                    | 11           | 7             | 18           |
| Administrative and support service activities                        | 32           | 8             | 40           |
| Public administration and defense; compulsory social security        | 562          | 654           | 1,216        |
| Education  | 268          | 346           | 614          |
| Human health and social work activity                                | 119          | 183           | 302          |
| Art, entertainment and recreation                                    | 8            | 8             | 16           |
| Other service activities   | 7            | 4             | 11           |
| <b>Total</b>   | <b>1,648</b> | <b>1,684</b>  | <b>3,332</b> |

**Table 6.3.6: Number of New Employees by Occupation and Sex; 2018/19**

| <b>Occupation</b>                          | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|--|--------------|---------------|--------------|
| Legislators, Administrators and Managers   | 34           | 17            | 51           |
| Professionals                              | 274          | 326           | 600          |
| Technicians and Associate professionals    | 445          | 554           | 999          |
| Clerks                                     | 112          | 151           | 263          |
| Service Workers and Shop Sales Workers     | 260          | 213           | 473          |
| Skilled Agricultural and Fishery Workers   | 29           | 78            | 107          |
| Craft and Related Workers                  | 28           | 9             | 37           |
| Plant and Machine Operators and Assemblers | 123          | 7             | 130          |
| Elementary Occupations                     | 264          | 270           | 534          |
| Defense/ Security                          | 79           | 59            | 138          |
| <b>Total</b>                               | <b>1,648</b> | <b>1,684</b>  | <b>3,332</b> |

**Table 6.4.6: Number of New Employees by Education Level and Sex; 2018/19**

| <b>Education Level</b>  | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|-------------------------|--------------|---------------|--------------|
| Tertiary university     | 501          | 435           | 936          |
| Tertiary Non University | 51           | 27            | 78           |
| Certificate             | 498          | 714           | 1,212        |
| Vocational Education    | 66           | 51            | 117          |
| Secondary A level       | 38           | 26            | 64           |
| Secondary O level       | 409          | 340           | 749          |
| Primary Education       | 85           | 91            | 176          |
| <b>Total</b>            | <b>1,648</b> | <b>1,684</b>  | <b>3,332</b> |

**Table 6.5.6: Number of New Employees by Citizenship and Sex; 2018/19**

| <b>Citizenship</b> | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|--------------------|--------------|---------------|--------------|
| Tanzania           | 1,628        | 1,653         | 3,281        |
| Kenya              | 4            | 4             | 8            |
| Uganda             | 2            | 11            | 13           |
| Others             | 14           | 16            | 30           |
| <b>Total</b>       | <b>1,648</b> | <b>1,684</b>  | <b>3,332</b> |

**Table 6.6.6: Number of New Employees by Starting Salary and Sex; 2018/19**

| <b>Salary Range</b> | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|---------------------|--------------|---------------|--------------|
| Under 200,000       | 145          | 151           | 296          |
| 200,000-299,999     | 40           | 30            | 70           |
| 300,000-399,999     | 890          | 986           | 1,876        |
| 400,000-499,999     | 169          | 147           | 316          |
| 500,000-599,999     | 223          | 235           | 458          |
| 600,000 +           | 181          | 135           | 316          |
| <b>Total</b>        | <b>1,648</b> | <b>1,684</b>  | <b>3,332</b> |

**Table 6.7.6: Number of New Employees by Subject of Training and Sex; 2018/19**

| <b>Subject of Training</b>  | <b>Male</b>  | <b>Female</b> | <b>Total</b> |
|---|--------------|---------------|--------------|
| Not Stated  | 260          | 253           | 513          |
| General training Program  | 2            | 2             | 4            |
| Education Training  | 284          | 417           | 701          |
| Fine and Applied Arts Program                                     | -            | 2             | 2            |
| Programs in Languages   | 2            | 50            | 52           |
| Other Humanity Courses  | 1            | -             | 1            |
| Social and Behavior Science Programs                              | 37           | 46            | 83           |
| Commercial, Clerical, Business and Public Administration Programs | 268          | 352           | 620          |
| Programs in Law   | 28           | 26            | 54           |
| Natural Science   | 14           | 4             | 18           |
| Mathematics and Computer science Programs                         | 43           | 27            | 70           |
| Medicine and Health Related Programs                              | 82           | 146           | 228          |
| Construction Trades Programs                                      | 14           | 5             | 19           |
| Other Crafts, Trades and Industrial Programs                      | 20           | 5             | 25           |
| Engineering and Applied Programs                                  | 33           | 13            | 46           |
| Architectural and Town Planning Programs                          | -            | 1             | 1            |
| Agriculture, Forestry and Fishing Programs                        | 32           | 37            | 69           |
| Home Economics and Domestic Science Programs                      | 1            | -             | 1            |
| Transport and Communication Programs                              | 100          | 4             | 104          |
| Service Traders Programs  | 410          | 268           | 678          |
| Programs in Mass Communication and Documentation                  | 11           | 24            | 35           |
| Other Programs  | 6            | 2             | 8            |
| <b>Total</b>  | <b>1,648</b> | <b>1,684</b>  | <b>3,332</b> |

**Table 6.8.6: Number of Retired Employees by Sector and Sex; 2018/19**

| <b>Sector</b>         | <b>Male</b> | <b>Female</b> | <b>Total</b> |
|-----------------------|-------------|---------------|--------------|
| Government            | 486         | 295           | 781          |
| Government Parastatal | 84          | 25            | 109          |
| Private               | 61          | 43            | 104          |
| <b>Total</b>          | <b>631</b>  | <b>363</b>    | <b>994</b>   |

**Table 6.9.6: Number of Fired/Quit Employees by Sector and Sex; 2018/19**

| <b>Sector</b>         | <b>Male</b> | <b>Female</b> | <b>Total</b> |
|-----------------------|-------------|---------------|--------------|
| Government            | 31          | 23            | 54           |
| Government Parastatal | 10          | 2             | 12           |
| Private               | 428         | 246           | 674          |
| <b>Total</b>          | <b>469</b>  | <b>271</b>    | <b>740</b>   |

**CONFIDENTIAL**

FORM EES 2018/19



**REVOLUTIONARY GOVERNMENT OF ZANZIBAR  
OFFICE OF CHIEF GOVERNMENT STATISTICIAN**

**EMPLOYMENT AND EARNINGS SURVEY 2018/19**

**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 2019.

**SECTION A: IDENTIFICATION**

|   |  |                                  |                      |                      |                      |                      |                      |
|---|--|----------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| <b>1 Name of establishment</b>                                    |  |                                  |                      |                      |                      |                      |                      |
| <b>2 Locatoin:</b>  |  | <i>For office use only</i>       |                      |                      |                      |                      |                      |
| <b>Region</b>   |  | <b>Identity</b>                  | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| <b>District</b>   |  | <b>Ownership (Sector)</b>        | <input type="text"/> |                      |                      |                      |                      |
| <b>Shehia</b>   |  | <b>ISIC Code</b>                 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
|   |  | <b>Total number of Employees</b> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
|   |  | <b>Class Size</b>                | <input type="text"/> |                      |                      |                      |                      |
| <b>3 Adress:</b>  |  |                                  |                      |                      |                      |                      |                      |
| <b>P.O.Box</b>  |  | <b>Tel.</b>                      | <input type="text"/> |                      |                      |                      |                      |
| <b>Fax</b>  |  | <b>Email:</b>                    | <input type="text"/> |                      |                      |                      |                      |
| <b>4 OWNERSHIP (write appropriate number)</b>                     |  |                                  |                      |                      |                      |                      |                      |
| 1 Government  |  |                                  |                      |                      |                      |                      |                      |
| 2 Public Enterprises  |  |                                  |                      |                      |                      |                      |                      |
| 3 International Organization                                      |  |                                  |                      |                      |                      |                      |                      |
| 4 Citizen   |  |                                  |                      |                      |                      |                      |                      |
| 5 Non Citizen <input type="checkbox"/>                            |  |                                  |                      |                      |                      |                      |                      |
| 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.**

|   |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|
| <b>1 Name main crop grown/article made or repaired/type of service provided</b>       |  |  |  |  |  |  |  |
| <input type="text"/>  |  |  |  |  |  |  |  |
| <b>2 Name any other/crop grown/articles made or repaired/type of service produced</b> |  |  |  |  |  |  |  |
| <input type="text"/>  |  |  |  |  |  |  |  |
| <input type="text"/>  |  |  |  |  |  |  |  |
| <input type="text"/>  |  |  |  |  |  |  |  |

**SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2019**
**(i) Permanent Employees**

State the cash earnings for the month of June, 2019 of all regular employees before any deduction (basic salary) Any allowance should be included in section G

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

| Sex     | Number of Regular Employees for the month of June, 2019 |  | Cash earnings during June 2019 (to the nearest shillings) |  |  | Average Salary for the month of June, 2019 |  |  |
|---------|---|--|---|--|--|--|--|--|
| (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, 2019 |  | Cash earnings during June 2019 (to the nearest shillings) |  |  | Average Salary for the month of June, 2019 |  |  |
|---------|---|--|---|--|--|--|--|--|
| (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, 2019 |  | Cash earnings during June 2019 (to the nearest shillings) |  |  | Average Salary for the month of June, 2019 |  |  |
|---------|---|--|---|--|--|--|--|--|
| (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, 2019 |  | Cash earnings during June 2019 (to the nearest shillings) |  |  | Average Salary for the month of June, 2019 |  |  |
|---------|---|--|---|--|--|--|--|--|
| (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 Temporary Employees for the month of June, 2019 |  | Cash earnings during June 2019 (to the nearest shillings) |  |  | Average Salary for the month of June, 2019 |  |  |
|---------|---|--|---|--|--|--|--|--|
| (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 Temporary Employees for the month of June, 2019 |     | Cash earnings during June 2019 (to the nearest shillings) |  |  | Average Salary for the month of June, 2019 |  |  |
|---------|---|-----|---|--|--|--|--|--|
|         | (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 Temporary Employees for the month of June, 2019 |     | Cash earnings during June 2019 (to the nearest shillings) |  |  | Average Salary for the month of June, 2019 |  |  |
|---------|---|-----|---|--|--|--|--|--|
|         | (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 Temporary Employees for the month of June, 2019 |     | Cash earnings during June 2019 (to the nearest shillings) |  |  | Average Salary for the month of June, 2019 |  |  |
|---------|---|-----|---|--|--|--|--|--|
|         | (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.

Specialist : All professional employees with degree or equivalent of specific field and make use of their professionalism

Skilled labour: Include employees who use their skilled only with diploma or certificate of relevant field. 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 2019 | Total person days worked during June, 2019 | Total cash earnings for the month of June 2019 | Average Salary for the month of June, 2019 |
|--|---------|--|--|--|--|
| (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 above | Males   | 10   | 11   | 12   |  |
|  | Females | 13   | 14   | 15   |  |
|  | Total   | 16   | 17   | 18   |  |

Casual workers: 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 = (1x10) + (2x20) = 50 person days

## SECTION G: BENEFITS (TSH)

BENEFITS: Other benefits who are paid to employees only from July 2018 to June 2019

| OTHER BENEFITS                           |    | Employment Contract |                      |              |
|--|----|---------------------|----------------------|--------------|
|  |    | Permanent (TSH)     | Contract basis (TSH) | Casual (TSH) |
| Food allowance or free ration            | 01 |                     |                      |              |
| Paid Leave                               | 02 |                     |                      |              |
| Housing allowance                        | 03 |                     |                      |              |
| Transport allowance                      | 04 |                     |                      |              |
| ZSSF 13%, 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 2018 - JUNE 2019                                    |  |   |   |      |   |                       |  |  |  |                      |  |
| Serial Number  | 1.Occupational Title<br>(write in full)<br>eg. Accountant<br>Nurse, doctor<br>secondary teacher<br>etc | For Official Use Only   |   |      | 3a. Main subject of training<br>eg. Accountancy | For Official Use Only |  | 4. Existing vacancies are due to<br>Fill vacant.....1<br>Unfilled post.....2<br>New position.....3 | 6.Starting Salary<br>(basic salary)<br><br>(Tshs.) | 7. Workers by Gender |  |
|  |  | 2. Highest level of education<br>Tertiary University.....1<br>Tertiary Non University...2<br>Certificate/Diploma .....3<br>Vocational Education .....4<br>Secondary A Level.....5<br>Secondary O Level.....6<br>Primary Education.....7 | 4.Citizenship<br>Tanzania .1<br>Kenya. ...2<br>Uganda... 3<br>Burundi ...4<br>Ruwanda.5<br>Other .....6 | 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 2018 - JUNE 2019)**

| Serial Number | 1.Occupational Tittle<br><br>(write in full)<br><br>eg. Accountant<br>Nurse, doctor<br>secondary teacher | 2. For Official Use Only | 3. Required level of education |                              |                            |                             |                          |                          |                          | 4. Number of permanent employees | 5. How many among them have no required skills | 6. Existing vacancies in particular professional | 7.Reason of employing    |                          |                          | 8. Required work experience |                    |
|---------------|--|--------------------------|--------------------------------|------------------------------|----------------------------|-----------------------------|--------------------------|--------------------------|--------------------------|----------------------------------|--|--|--------------------------|--------------------------|--------------------------|-----------------------------|--------------------|
|               |  |                          | Tertiary University.....1      | Tertiary Non Universit.....2 | Certificate/diploma).....3 | Vocational Education .....4 | Secondary A Level.....5  | Secondary O Level.....6  | Primary Education.....7  |                                  |  |  | Fill vacant.....1        | Unfilled post.....2      | New position.....3       | No require.....1            | 1 to 2 years.....2 |
| 1             |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 2             |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 3             |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 4             |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 5             |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 6             |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 7             |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 8             |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 9             |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 10            |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 11            |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |
| 12            |  |                          | <input type="checkbox"/>       | <input type="checkbox"/>     | <input type="checkbox"/>   | <input type="checkbox"/>    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>         | <input type="checkbox"/>                       | <input type="checkbox"/>                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |                    |



## 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. TASCOS on the other hand has been used to classify person's occupations to statistics of the employment covered in the survey further classifications have followed characteristics covered in the survey; for example, classification by sectors of economy, type of contracts and citizenship.

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

### A: Agriculture, Forestry and Fishing

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

### B: Mining and Quarrying

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

### C: Manufacturing

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

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

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

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

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

## F: Construction

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

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

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

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

## H: Transportation and storage

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

## I: Accommodation and food service activities

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

## J: Information and communication

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

## K: Financial and insurance activities

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

## L: Real estate activities

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

## M: Professional, scientific and technical activities

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

## N: Administrative and support service activities

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

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

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

## P: Education

This section includes education at any level or for any profession, oral or written as well as by radio and television or other means of communication. It includes education by the different institutions in the regular school system at its different levels as well as adult education, literacy 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.

## Office of the Chief Government Statistician, Zanzibar

### Vision

**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”.**

### Mission

**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”.**

**For comments and suggestions, please contact:  
Chief Government Statistician,  
Office of the Chief Government Statistician,  
P.O. Box 2321,  
Zanzibar.**

**Tel: +255 24 2231869  
Fax: +255 24 2231742  
Email: [zanstat@ocgs.go.tz](mailto:zanstat@ocgs.go.tz)  
Website: [www.ocgs.go.tz](http://www.ocgs.go.tz)**