

Tanzania - Formal Sector Employment and Earnings Survey 2017/2018

The Office of Chief Government Statistician

Report generated on: July 4, 2024

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Identification

SURVEY ID NUMBER

TZA-2017-2018-FSEES-v01-M

TITLE

Formal Sector Employment and Earnings Survey 2017/2018

COUNTRY

Name	Country code
Zanzibar,Tanzania	TZA

STUDY TYPE

Enterprise Survey [en/oth]

SERIES INFORMATION

Formal Sector Employment and Earnings is an annual survey conducted by The Office of Chief Government Statistician, Labour Statistics Unit under Social Statistics Section.

ABSTRACT

Formal Sector Employment and Earnings is an annual survey conducted by the Office of the Chief Government Statistician, Labour Statistics Unit under Social Statistics 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 seven chapters,namely: Concept, Definition and Survey Methodology, Employment, Wage rate, Cash earnings,Wage bill, New Employees and New vacancies, retired and fired/ quit employees.

Employment

The total employment in formal sector was 59,079 out of whom 32,820 (55.6 percent) were males and 26,259 (44.4 percent) were females. Out of total employment, 54.4 percent were engaged in Government sector, 36.1 percent in Private sector and 9.5 percent in Parastatals.

Classification by terms of employment reported that 68.6 percent (40,499 employees) were regular employees. Contractual and casual employees comprised 27.7 percent (16,394 employees) and 3.7 percent (2,186 employees) respectively. Non-citizen employees account for only 1.3 percent of total employment.

The distribution of employment by industry shows that about 27.9 percent of employees were engaged in Education sector while 19.4 percent were in Public administration. The industry with the least number of employees was real estate which has 0.1 percent of total employment.

Wage Rate

Most (38.6 percent) of regular citizen employees earn between TZS 300,000 and TZS 399,999 per months. In the government and private sector, the majority of regular citizen employees (39.6 and 48.7 percent) earn between TZS 300,000 and TZS 399,999 while for parastatals the majority (42.7 percent) earn 600,000 and above. The majority of both male and female regular citizen employees (41.0 and 36.2 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 507,472 per month where males earn TZS 514,017 and females earn TZS 500,535 per month. The average monthly salary of Parastatal employees was observed to be TZS 669,246, the Government employees' average salary was 523,260 while for private employees it was 404,684.

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 75.6 percent while the percentage share of other benefits was 21.1 percent.

New Employees

The total number of employees employed in 2017/18 was 3,190 persons of whom 1,632 employees (51.2 percent) were males and 1,558 employees (48.8 percent) were females. Out of total new employees, 54.6 percent were employed in the Government sector, 5.5 percent in Government Parastatals and 39.9 percent in the Private sector.

New Vacancies, Retired and Fired/Quit Employees

The findings indicate that, the largest proportion of new vacancies in 2017/18 were in government sector (81.0 percent) compared with the remaining sectors. Largest proportion of new vacancies require Certificate (33.2 percent) followed by tertiary university (29.0 percent) of which most of such vacancies were candidates in Technicians and Associate professionals.

However, the result shows that, the total number of retired employees in 2017/18 was 808 persons of whom 698 persons were in the Government sector, 78 persons in Government Parastatals and 32 persons in the Private sector. In addition, both Government Parastatals and Private sectors had higher proportions of male fired/quit employees than female employees unlike government sector.

KIND OF DATA

Administrative records data [adm]

UNIT OF ANALYSIS

Establishment

Version

VERSION DESCRIPTION

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

VERSION DATE

2019-03

Scope

NOTES

The survey covers only formal sector employment categorized by industry in accordance with the International Standard of Industrial Classification (ISIC) Revision 4 of the standard definitions and classification. The survey also uses Tanzania Standard Classification of Occupation (TASCO) codes revised from ISCO 1988 in classifying employees by occupation. The scope of Formal Sector Employment and Earnings Survey 2017/2018 includes Identification, Description of business, Employment and earnings as at 30 June 2018, Wage rate of permanent employees, Workers with disability, The distribution of permanent employees according to their experiences, Casual workers, Benefits, Number of new workers employed during the last 12 months, and Current job vacancies for the last 12 months (July 2017 - June 2018).

Coverage

GEOGRAPHIC COVERAGE

Zanzibar

UNIVERSE

The survey covered Government, Parastatal institutions as well as registered Private establishments.

Producers and sponsors

PRIMARY INVESTIGATORS

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

Sampling

SAMPLING PROCEDURE

Not included in the report

DEVIATIONS FROM THE SAMPLE DESIGN

Not included in the report

RESPONSE RATE

Not included in the report

WEIGHTING

Not included in the report

Data Collection

DATES OF DATA COLLECTION

Start	End
2017-07-01	2018-06-30

DATA COLLECTION MODE

Mail Questionnaire [mail]

SUPERVISION

Not included in the report

DATA COLLECTORS

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

Data Processing

DATA EDITING

Not included in the report

Data Appraisal

ESTIMATES OF SAMPLING ERROR

Not included in the report

Access policy

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" The Office of Chief Government Statistician, Formal Sector Employment and Earnings Survey (FSEES 2017/2018), Version 2.1 of the public use dataset (March 2019), provided by the National Data Archive. www.ocgs.go.tz"

ACCESS AUTHORITY

Name	Affiliation	Email	URL
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Metadata production

DDI DOCUMENT ID

DDI-TZA-2017-2018-FSEES-v01-M-OCGS

PRODUCERS

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

DATE OF METADATA PRODUCTION

2023-11-16

DDI DOCUMENT VERSION

Version 1.0

Data Dictionary

Data file	Cases	Variables
<p>emp cleaned 2017-2018 The file contain data related to: Identification Description of business Employment and earnings as at 30 june 2018 Wage rate of permanent employees Workers with disability The distribution of permanent employees according to the their experiences Casual workers Benefits Number of new workers employed during the last 12 months and Current job vacancies for the last 12 months (july 2017 - june 2018).</p>	917	496