



REVOLUTIONARY GOVERNMENT OF ZANZIBAR



OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2020/2021



ANALYTICAL REPORT

OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

**FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY
REPORT, 2020/2021**

JUNE, 2022

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 2019/2020 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 Statistics Department.

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

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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
TASCO	Tanzania Standard Classification of Occupation
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 Gender and Labour Division. 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 66,657 out of whom 34,858 (52.3 percent) were males and 31,799 (47.7 percent) were females. Out of total employment, 58.1 percent were engaged in Government sector, 31.4 percent in Private sector and 10.5 percent in Parastatals.

Classification by terms of employment reported that 73.1 percent (48,748 employees) were regular employees. Contractual and casual employees comprised 24.5 percent (16,341 employees) and 2.4 percent (1,568 employees) respectively. Non-citizen employees account for only 2.4 percent of total employment.

The distribution of employment by industry shows that about 31.6 percent of employees were engaged in Education sector while 14.7 percent were in Accommodation and food services activities in private sector. 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 month. About 38.9 percent of the government and 49.6 percent of private sector regular citizen employees earn between TZS 300,000 and TZS 399,999 while 55.0 percent of government parastatals employees earn 600,000 and above per month. Both male and female regular citizen employees account for 39.1 and 38.1 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 581,723 per month where males earn TZS 599,974 and females earn TZS 565,093 per month. The average monthly salary of Government Parastatal employees was observed to be TZS 866,004; the Government employees' average salary was 532,666 while for Private employees it was 634,221.

Annual Wage Bill

According to this survey, the annual wage bill is the employer's cost which includes annual salary, free rations and other benefits. The percentage share of annual salary was high compared with percentage share of other benefit and free rations. On average, the percentage share of annual salary from the total wage bill was 77.9 percent while the percentage share of other benefits was 18.4 percent.

New Employees

The total number of employees employed in 2020/21 was 3,587 persons of whom 1,735 employees (48.4 percent) were males and 1,852 employees (51.6 percent) were females. Out of total new employees, 61.8 percent were employed in the Government sector, 9.8 percent in Government Parastatals and 28.4 percent in the Private sector.

New Vacancies, Retired and Fired/Quit Employees

The findings indicate that, the largest proportion of new vacancies in 2020/21 were in government sector (88.6 percent) compared with the remaining sectors. High proportion of new vacancies were in Education (35.7 percent) followed by Public administration and defense; compulsory social security (34.8 percent) .

However, the result shows that, the total number of retired employees in 2020/21 was 552 persons of whom 493 persons were in the Government sector, 44 persons in Government Parastatals and 15 persons in the Private sector. In addition, private sector had higher proportions of both male and female fired/quit employees unlike Private sector.

Summary of Key Indicators by Sex, 2020/21 Formal Sector Employment and Earnings Survey

Indicators	Male	Female	Total
Total Employees by Sector	34,858	31,799	66,657
Government	16,190	22,556	38,746
Government Parastatal	4,526	2,476	7,002
Private	14,142	6,767	20,909
Youth Employees (Age 15-35)	15,301	14,505	29,806
Government	5,570	9,267	14,837
Government Parastatal	1,230	792	2,022
Private	8,179	4,393	12,572
Adult Employees (Age 36+)	19,557	17,294	36,851
Government	10,620	13,289	23,909
Government Parastatal	2,974	1,631	4,605
Private	5,963	2,374	8,337
Total Employment by Types of Contract	34,858	31,799	66,657
Regular Employees	22,831	25,917	48,748
Temporary Employees	11,038	5,303	16,341
Casual Employees	989	579	1,568
Total Employment by Citizenship	34,858	31,799	66,657
Citizen	33,868	31,203	65,071
Non-citizen	990	596	1,586
Distribution of Regular Citizen Employees by Sector and Wage Rates			
Government	10,555	16,307	26,862
Below TZS 200,000	0	0	0
Between 200,000 and 499,999	6,030	10,765	16,795
TZS 500,000+	4,525	5,542	11,067
Government Parastatal	2247	1171	3418
Below TZS 200,000	0	0	0
Between 200,000 and 499,999	541	346	887
TZS 500,000+	1706	825	2531
Private	3,784	2,149	5,933
Below TZS 200,000	115	233	348
Between 200,000 and 499,999	2,727	1,525	4,252
TZS 500,000+	942	391	1333
Average Monthly Salary of Regular Citizen			
Employees by Sector	490,744	500,581	496,018
Government	564,058	509,719	532,666
Government Parastatal	851,644	894,262	866,004
Private	506,778	884,925	634,221
Employees with Disability by Types of Contract	147	107	254
Permanent disable	224	211	435
Temporary disable	103	55	158
Total New Employees by sector	1,735	1,852	3,587
Government	939	1,278	2,217
Government Parastatal	217	135	352
Private	579	439	1,018

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

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 employments 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 of new vacancies
- 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 employer 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) 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 Government Parastatals Sector

The term Government 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 2019/2020 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

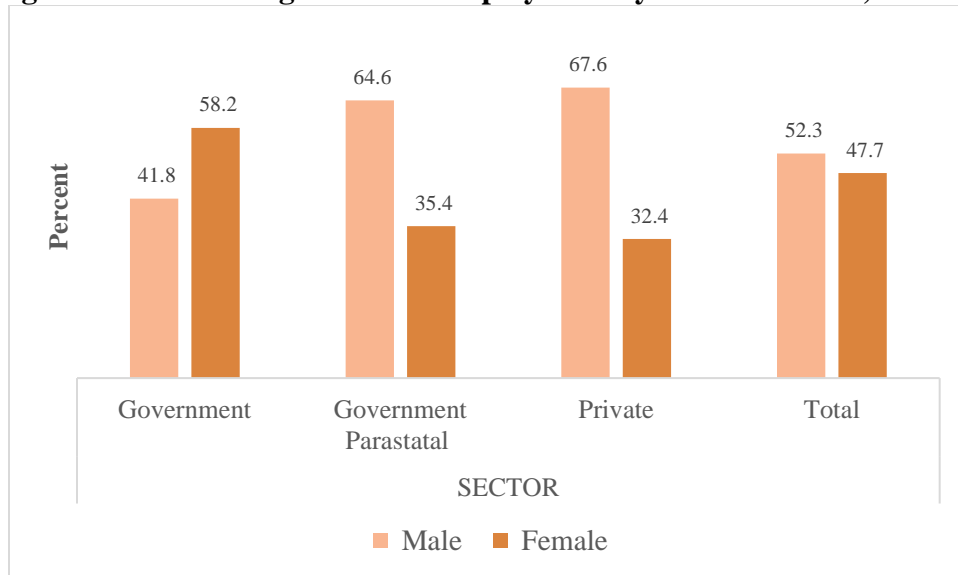
2.0 Introduction

This chapter presents total employment as at June, 2021 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, more than a half (52.3 percent) of total employees were male employees while 47.7 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 (41.8 percent) and females (58.2 percent) were almost the same.

Figure 2. 1: Percentage of Total Employment by Sector and Sex; 2020/21



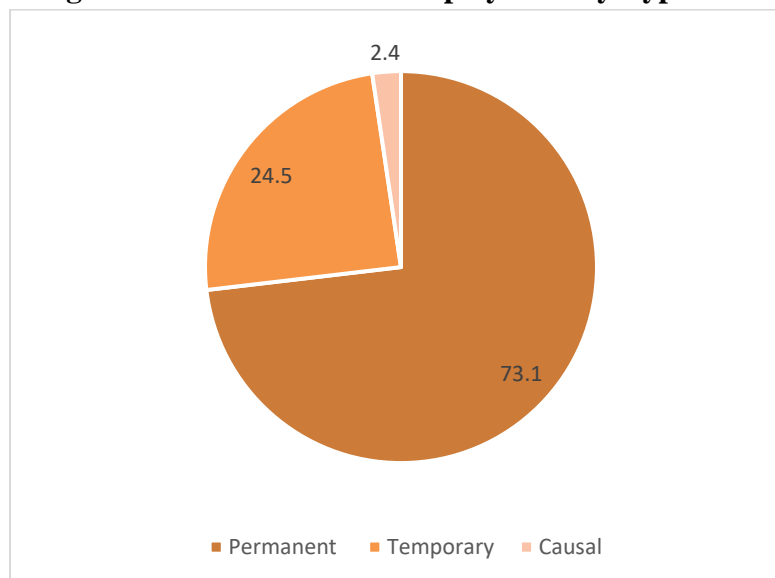
The result shows that, the total employment decreased by 4.4 percent from 67,095 employees in 2019/20 to 66,657 employees in 2020/21. Furthermore, the results indicate that the government sector is still an important sector in terms of employment with 38,746 employees in 2020/21, which is higher compared to government parastatal and private sector with (7,002 and 20,909 employees) respectively, Table 2.1.

Table 2. 1: Number of Total Employment by Sector and Sex; 2019/20 and 2020/2021

Sector	2019/2020			2020/2021			% Change
	Male	Female	Total	Male	Female	Total	
Government	15,545	19,888	35,433	16,190	22,556	38,746	0.1
Government Parastatal	4,306	2,153	6,459	4,526	2,476	7,002	0.1
Private	17,102	8,101	25,203	14,142	6,767	20,909	- 0.2
Total	36,953	30,142	67,095	34,858	31,799	66,657	-0.0

The analysis from the findings depicts that, about seven in every ten of total employees (73.1 percent) have permanent contracts and 3 percent were casually employed, Figure 2.2

Figure 2. 2: Percentage Distribution of Total Employment by Types of Contract; 2020/2021



Almost eight in every ten (77.3 percent) of permanent employees were employed in government sector and there were only 1.5 percent of employees has contract as casual. Private sector has more employees with temporary contract with 85.6 percent.

Among permanent male employees' 67.9 percent were engaged in government sector the same for female with 85.6 percent. For temporary and casual employees, majority of them were engaged in private sector both male (86.8 and 83.0 percent) and female (70.2 and 69.1 percent) respectively.

Table 2.2.

Table 2. 2: Percentage Distribution of Total Employment by Sector, Types of Contract and Sex; 2020/21

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	67.9	85.6	77.3	6.1	6.8	6.3	2.2	0.3	1.5	46.4	70.9	58.1
Government Parastatal	15.2	6.8	10.7	7.1	10.1	8.1	27.6	30.6	28.7	13.0	7.8	10.5
Private	16.9	7.6	12.0	86.8	83.0	85.6	70.2	69.1	69.8	40.6	21.3	31.4
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	22,831	25,917	48,748	11,038	5,303	16,341	989	579	1,568	34,858	31,799	66,657

The results in Table 2.3 indicate that, Government sector had the slight higher proportion of youth (15-35 years) employees (49.8 percent) followed by Private sector with 42.2 percent. In addition, Private sector has more temporary employees (91.1 percent) with contract basis than other two remaining sectors.

Seven in every ten (76.4 percent) of permanent employees were engaged in government sector and there were no employees with casual contracts. Private sector has more employees with temporary contract with 91.1 percent.

Among permanent male youth, employed aged 15-35 years 66.5 percent were engaged in government sector the same for female with 85.0 percent. For temporary employees' majority of them were engaged in private sector both male and female with 87.3 percent and 87.0 percent respectively.

Table 2. 3: Percentage Distribution of Youth (Age 15-35) Employees by Sector, Type of Contract and Sex; 2020/21

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	59.9	82.5	72.4	4.0	6.1	4.8	2.6	0.3	1.8	36.4	63.9	49.8
Government Parastatal	10.9	5.3	7.8	8.7	6.8	8.1	13.7	14.7	14.1	10.1	5.8	8.0
Private	29.2	12.2	19.8	87.3	87.0	87.2	83.6	85.0	84.1	53.5	30.3	42.2
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	8,879	10,992	19,871	5,927	3,227	9,154	495	286	781	15,301	14,505	29,806

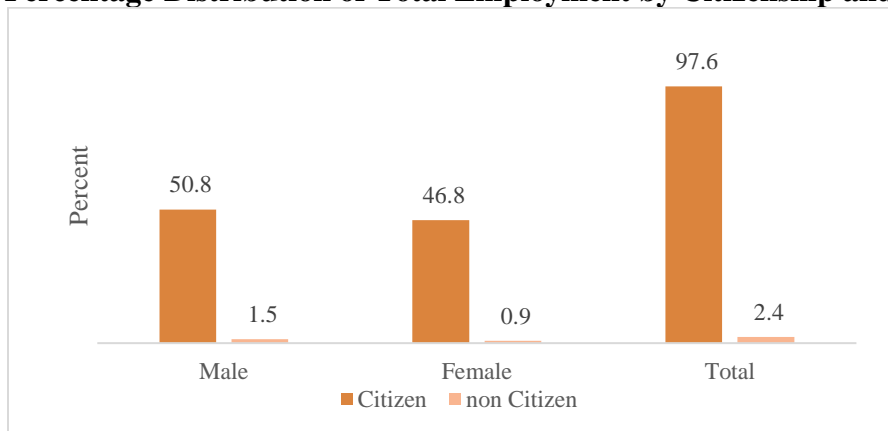
Table 2.4 shows that, government sector has high proportion of adult employees (64.9 percent) compared with other sectors. Also, Government sector employed more permanent adult male employees (81.4 percent) while more adult male employees with temporary employment (86.3 percent) were employed in the private sector.

Table 2. 4: Percentage Distribution of Adult (Age 36+) Employees by Sector, Type of Contract and Sex; 2020/21

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	73.6	88.8	81.4	8.5	7.9	8.3	1.8	0.3	1.3	54.3	76.8	64.9
Government Parastatal	19.3	7.9	13.5	5.3	15.2	8.1	41.5	46.1	43.2	15.2	9.4	12.5
Private	7.1	3.3	5.1	86.3	76.8	83.6	56.7	53.6	55.5	30.5	13.7	22.6
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	13,952	14,925	28,877	5,111	2,076	7,187	494	293	787	19,557	17,294	36,851

Figure 2.3 reveals that, almost 97.6 percent of employees were citizen of which 50.8 percent were male employees and 46.8 percent were female employees. Non-citizens had a small proportion (2.4 percent) of the total employment.

Figure 2. 3: Percentage Distribution of Total Employment by Citizenship and Sex; 2020/21



Most of the citizen employees (Table 2.5) were in the Government sector (58.8 percent) while the majority of non-citizen employees (65.2 percent) worked in the private sector. The number of male and female non-citizen employees was higher in the Private sector which accounted for 71.1 and 55.4 percent respectively. Both sex, male and female citizen employees were highly employed in Government sector (47.1 percent and 71.5 percent) respectively.

Table 2. 5: Percentage Distribution of Total Employment by Sector, Citizenship and Sex; 2020/21

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	47.1	71.5	58.8	24.0	39.9	29.9	46.4	70.9	58.1
Government Parastatal	13.2	7.8	10.6	4.9	4.7	4.9	13.0	7.8	10.5
Private	39.7	20.6	30.5	71.1	55.4	65.2	40.6	21.3	31.4
Total	100	100	100	100	100	100	100	100	100
Total Number	33,868	31,203	65,071	990	596	1,586	34,858	31,799	66,657

Table 2.6 shows that out of total employment, 593 employees were people with disabilities. Most of employees with disability (327 employees) were male than female (266 employees).

The government sector has a greater number of disabled employees (318 employees) compared with the remaining sectors.

Table 2. 6: Number of Employees with Disability by Sector, Type of Contract and Sex; 2020/21

Sector	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	152	166	318	-	-	-	152	166	318
Government Parastatal	39	31	70	26	25	51	65	56	121
Private	33	14	47	77	30	107	110	44	154
Total	224	211	435	103	55	158	327	266	593

2.2 Employment by Industry

Table 2.7 shows that, in 2020/21 there was high variation within industries whereby out of the total employment, education depict the highest number of 21,052 employees followed by public administration and defense, compulsory social security with 11,597 employees and accommodation and food services activities with 9,824 employees.

The industries with the least number of employees were real estate activities (79 employees) and Mining and quarrying (183 employees).

Education had a higher number of female employees (13,960 employees) compared with other industries in 2020/21. Generally, the number of male employees within the industries was higher compare with female employees in both 2019/20 and 2020/21.

Table 2. 7: Number of Total Employees by Industry and Sex; 2019/2020 and 2020/21

Industry	2019/2020			2020/2021			% Change
	Male	Female	Total	Male	Female	Total	
Agriculture, forestry and fishing	1,034	761	1,795	1,272	1,017	2,289	27.5
Mining and Quarrying	149	62	211	123	60	183	-13.3
Manufacturing	873	281	1,154	934	292	1,226	6.2
Electricity, gas, steam and air conditioning supply	658	133	791	709	150	859	8.6
Water supply; sewerage, waste management and remediation activities	1,728	1,252	2,980	1,693	1,191	2,884	- 3.2
Construction	2,237	255	2,492	1,719	183	1,902	-23.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,076	433	1,509	867	433	1,300	-13.9
Transportation and storage	1,799	864	2,663	1,998	901	2,899	8.9
Accommodation and food services activities	8,342	4,246	12,588	6,649	3,175	9,824	-22.0
Information and communication	584	404	988	399	322	721	-27.0
Financial and insurance activities	597	314	911	559	376	935	2.6
Real estate activities	61	42	103	42	37	79	-23.3
Professional, Scientific and technical activities	776	608	1,384	685	460	1,145	-17.3
Administrative and support service activities	450	97	547	925	71	996	82.1
Public administration and defense; compulsory social security	7,484	4,640	12,124	6,360	5,237	11,597	- 4.3
Education	6,248	11,636	17,884	7,092	13,960	21,052	17.7
Human health and social work activity	2,405	3,741	6,146	2,432	3,665	6,097	- 0.8
Art, entertainment and recreation	269	179	448	242	202	444	- 0.9
Other service activities	183	194	377	158	67	225	-40.3
Total	36,953	30,142	67,095	34,858	31,799	66,657	- 0.7

Table 2.8 shows that adult employees constitute a higher proportion of employees (36,851 employees) compared with youth employees (29,806 employees). The results also indicate that education had the highest proportion of both adult employees (12,733 employees) and youth employees (8,319 employees).

Furthermore, the results reveal gender disparities in most of the industries whereby most of adult both 4,306 male employees and 8,427 female employees work in education. In addition, accommodation and food services activities had the highest proportion of youth male employees (4,355 employees) while youth female employees were mostly employed in Education industry (5533 employees).

Table 2. 8: Number of Total Employees by Industry, Age Group and Sex; 2020/21

Industry	Youth (Age 15-35)			Adult (Age 36+)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	257	341	598	1,015	676	1,691	1,272	1,017	2,289
Mining and Quarrying	75	9	84	48	51	99	123	60	183
Manufacturing	472	116	588	462	176	638	934	292	1,226
Electricity, gas, steam and air conditioning supply	284	63	347	425	87	512	709	150	859
Water supply; sewerage, waste management and remediation activities	714	619	1,333	979	572	1,551	1,693	1,191	2,884
Construction	760	65	825	959	118	1,077	1,719	183	1,902
Wholesale and retail trade; repair of motor vehicles and motorcycles	298	178	476	569	255	824	867	433	1,300
Transportation and storage	769	353	1,122	1,229	548	1,777	1,998	901	2,899
Accommodation and food services activities	4,355	2,239	6,594	2,294	936	3,230	6,649	3,175	9,824
Information and communication	162	116	278	237	206	443	399	322	721
Financial and insurance activities	249	212	461	310	164	474	559	376	935
Real estate activities	14	14	28	28	23	51	42	37	79
Professional, Scientific and technical activities	208	170	378	477	290	767	685	460	1,145
Administrative and support service activities	49	18	67	876	53	929	925	71	996
Public administration and defense; compulsory social security	2,373	2,104	4,477	3,987	3,133	7,120	6,360	5,237	11,597
Education	2,786	5,533	8,319	4,306	8,427	12,733	7,092	13,960	21,052
Human health and social work activity	1,310	2,226	3,536	1,122	1,439	2,561	2,432	3,665	6,097
Art, entertainment and recreation	86	93	179	156	109	265	242	202	444
Other service activities	80	36	116	78	31	109	158	67	225
Total	15,301	14,505	29,806	19,557	17,294	36,851	34,858	31,799	66,657

Table 2.9 reveals that out of 38,746 Government employees, 63 percent of employees worked in Public administration and defense; compulsory social security followed by 44.3 percent of employees who worked Education. Most male employees in Government sector work in “public administration and defense; compulsory social security” (33.9 percent) and Professional, Scientific and technical activities(33.9 percent) while most of female employees work in education (74.3 percent).

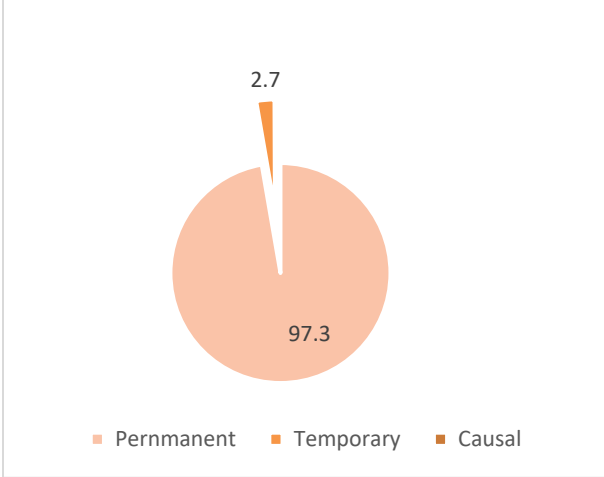
In the Government Parastatal sector, transportation and storage was a leading industry with 28.2 percent of employees followed by electricity, gas, steam and air conditioning supply accounting for 12.3 percent. Both males and females have a high proportion of employees working in transportation and storage (27.1 and 30.3 percent respectively). In the Private sector, accommodation and food services activities had the highest proportion of employees with 47 percent.

Table 2. 9: Percentage Distribution of Total Employment by Industry, Sector and Sex; 2020/21

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	7.2	4.1	5.4	0.4	0.1	0.3	0.7	1.3	0.9	3.65	3.2	3.4
Mining and Quarrying	0	0	0	0	0	0	0.9	0.9	0.9	0.35	0.2	0.3
Manufacturing	0.5	0.2	0.3	0.6	0.8	0.7	5.9	3.3	5.0	2.68	0.9	1.8
Electricity, gas, steam and air conditioning supply	00	0	0	15.7	6.1	12.3	0	0	0	2.03	0.5	1.3
Water supply; sewerage, waste management and remediation activities	5.7	4.4	5.0	15.2	4.0	11.3	0.6	1.4	0.8	4.86	3.7	4.3
Construction	3.9	0.5	1.9	0	0	0	7.7	1.0	5.5	4.93	0.6	2.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	0.3	0.0	0.3	5.4	4.2	5.0	4.1	4.8	4.3	2.49	1.4	2.0
Transportation and storage	0	0	0	27.1	30.3	28.2	5.5	2.2	4.4	5.73	2.8	4.3
Accommodation and food services activities	0	0	0	0	0	0	47.0	46.9	47.0	19.1	10.0	14.7
Information and communication	0	0	0	4.9	10.0	6.7	1.3	1.1	1.2	1.14	1.0	1.1
Financial and insurance activities	0	0	0	10.6	13.3	11.5	0.6	0.7	0.6	1.6	1.2	1.4
Real estate activities	0	0	0	0.8	1.4	1.0	0.0	0.0	0.0	0.12	0.1	0.1
Professional, Scientific and technical activities	33.9	20.9	26.3	1.0	0.7	0.9	0.5	0.8	0.6	1.97	1.4	1.7
Administrative and support service activities	0	0	0	0	0	0	6.5	1.0	4.8	2.65	0.2	1.5
Public administration and defense; compulsory social security	33.9	20.9	63.0	8.6	17.1	11.6	3.4	1.5	2.8	18.2	16.5	17.4
Education	31.7	74.3	44.3	9.1	10.7	9.7	10.9	24.6	15.3	20.3	43.9	31.6
Human health and social work activity	12.4	19.7	32.1	0	0	0	3.1	7.0	4.3	6.98	11.5	9.1
Art, entertainment and recreation	1.0	0.6	0.8	0.6	1.4	0.9	0.4	0.4	0.4	0.69	0.6	0.7
Other service activities	0.0		0.0	0	0	0	1.1	1.0	1.1	0.45	0.2	0.3
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	16,190	22,556	38,746	4,526.0	2,476	7,002	14,142	6,767	20,909	34,858	31,799	66,657

Permanent employees continue to dominant total employment in the government sector with (97.3 percent), the rest were temporary and causal employees, as seen in the Figure 2.5.

Figure 2.4: Percentage Distribution of Government Employees by Types of Contract; 2020/21



Among Government employees who were working in the agriculture, forest and fishing, were all permanent employees of whom males had a higher proportion of 55.5 percent and females account for 44.5 percent. Most of temporarily employees were employed in other service activities which account for 25 percent who were all male, Table 2.10.

Table 2. 10: Percentage Distribution of Employment by Industry, Types of Contracts and Sex; 2020/21 - Government

Industry	Permanent			Temporary			Causal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	55.5	44.5	100.0		0	0	0	0	0	55.5	44.5	100
Manufacturing	60.0	40.0	100.0		0	0	0	0	0	60.0	40.0	100
Water supply; sewerage, waste management and remediation activities	40.4	44.9	85.3	7.8	6.9	14.7	0	0	0	48.3	51.7	100
Construction	83.5	15.8	99.3	0.7	0.0	0.7	0	0	0	84.2	15.8	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	95.3	4.7	100.0	0	0	0	0	0	0	95.3	4.7	100
Professional, Scientific and technical activities	59.4	40.0	99.4	0.5	0.1	0.6	0	0	0	59.9	40.1	100
Public administration and defense; compulsory social security	50.0	45.2	95.3	3.5	1.0	4.5	0.2	0.0	0.2	53.8	46.2	100
Education	29.7	70.0	99.8	0.2	0.1	0.2	0	0	0	29.9	70.1	100
Human health and social work activity	36.2	59.1	95.4	2.3	2.4	4.6	0	0	0	38.5	61.5	100
Art, entertainment and recreation	53.2	46.8	100.0	0	0	0	0	0	0	53.2	46.8	100
Other service activities	75.0	0.0	75.0	25.0	0.0	25.0	0	0	0	100.0	0.0	100
Total	40.0	57.3	97.3	1.7	0.9	2.7	0.1	0.0	0.1	41.8	58.2	100

Table 2.11 states that, 74.7 percent of the employees employed in Government Parastatal were permanent employees, 18.9 percent were employed on a temporary and only 6.4 percent were employed as a casual basis.

Real estate activities and Electricity, gas, steam and air conditioning supply had only permanent employees. Financial and insurance activities had 64 percent of permanent employees of which 42.5 percent were male and 21.5 percent female.

Table 2. 11: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2020/21–Government Parastatal

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	0	0	0	90.5	9.5	100	0	0	0	90.5	9.5	100
Manufacturing	27.1	10.4	37.5	31.3	31.3	62.5	0	0	0	58.3	41.7	100
Electricity, gas, steam and air conditioning supply	82.5	17.5	100	0	0	0	0	0	0	82.5	17.5	100
Water supply; sewerage, waste management and remediation activities	57.7	11.7	69.4	29.6	1.0	30.6	0	0	0	87.3	12.7	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	69.3	20.4	89.7	0.9	9.5	10.3	13.8	9.0	22.8	70.1	29.9	100
Transportation and storage	37.5	24.3	61.8	10.7	4.7	15.5	0	0	0	62.1	37.9	100
Information and communication	46.5	51.2	97.7	0.9	1.5	2.3	0	0	0	47.3	52.7	100
Financial and insurance activities	42.5	21.5	64.0	16.8	19.2	36.0	0	0	0	59.3	40.7	100
Real estate activities	52.8	47.2	100	0	0	0	0	0	0	52.8	47.2	100
Professional, Scientific and technical activities	55.7	26.2	82.0	14.8	3.3	18.0	0	0	0	70.5	29.5	100
Public administration and defense; compulsory social security	31.0	26.4	57.4	16.9	25.6	42.6	0	0	0	48.0	52.0	100
Education	58.6	37.1	95.7	2.4	1.9	4.3	0	0	0	61.0	39.0	100
Art, entertainment and recreation	43.5	56.5	100	0	0	0	3.8	2.6	6.4	43.5	56.5	100
Total Number	49.5	25.2	74.7	11.2	7.7	18.9	3.9	2.5	6.4	64.6	35.4	100

Table 2.12 shows that only 27.9 percent of the total employees in the private sector were permanently employed, 66.9 percent were employed on temporary basis and 5.2 percent were casually employed.

Accommodation and food services activities employed 76.1 percent of employees on temporary basis while casual workers account for 3.6 percent. In Administrative and support service activities, most of the employees were temporary employed (94.8 percent) and the remaining proportion were permanent employees (5.2 percent).

Table 2. 12: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2020/21 –Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	23.3	1.7	25.0	15.6	44.4	60.0	13.9	1.1	15.0	52.8	47.2	100
Mining and Quarrying	31.7	3.8	35.5	0	0	0	35.5	29.0	64.5	67.2	32.8	100
Manufacturing	40.6	10.6	51.3	27.6	9.8	37.4	10.6	0.7	11.3	78.9	21.1	100
Water supply; sewerage, waste management and remediation activities	0	0	0	41.7	55.4	97.1	2.9	0	2.9	44.6	55.4	100
Construction	17.5	1.7	19.3	73.6	3.7	77.3	3.3	0.2	3.5	94.4	5.6	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	8.1	3.1	11.2	51.3	31.0	82.3	4.6	1.9	6.5	64.0	36.0	100
Transportation and storage	30.7	6.1	36.8	52.3	10.3	62.6	0.5	0.1	0.6	83.6	16.4	100
Accommodation and food services activities	14.1	6.2	20.2	51.5	24.6	76.1	2.1	1.5	3.6	67.7	32.3	100
Information and communication	42.1	19.4	61.5	26.6	8.7	35.3	1.6	1.6	3.2	70.2	29.8	100
Financial and insurance activities	54.3	27.6	81.9	7.9	7.1	15.0	0.8	2.4	3.1	63.0	37.0	100
Real estate activities	0	0	0	57.1	42.9	100.0	0	0	0	57.1	42.9	100
Professional, Scientific and technical activities	47.1	34.5	81.5	5.9	7.6	13.4	0.8	4.2	5.0	53.8	46.2	100
Administrative and support service activities	4.0	1.2	5.2	88.9	5.9	94.8	0	0	0	92.9	7.1	100
Public administration and defense; compulsory social security	46.8	10.9	57.7	33.2	4.9	38.1	2.6	1.7	4.3	82.5	17.5	100
Education	18.4	22.0	40.4	28.6	28.5	57.1	1.1	1.3	2.5	48.1	51.9	100
Human health and social work activity	16.1	18.1	34.2	19.3	23.0	42.3	12.3	11.3	23.5	47.7	52.3	100
Art, entertainment and recreation	49.4	16.9	66.3	14.5	15.7	30.1	3.6	0	3.6	67.5	32.5	100
Other service activities	32.1	22.2	54.3	26.7	7.7	34.4	10.9	0.5	11.3	69.7	30.3	100
Total	18.5	9.4	27.9	45.8	21.1	66.9	3.3	1.9	5.2	67.6	32.4	100

Most of citizen employees were employed in education (20,402 employees) followed by 11,591 employees in Public administration and defense; compulsory social security. The results reveal gender disparities in most of the industries, whereby male dominates. Most of male (6,779 citizen employees) and female (13,623 citizen employees) were employed in education.

Non-citizen employees were employed mainly in two industries. Out of 1586 non-citizen employees, 769 employees were employed in accommodation and food services while 650 employees were employed in Education, Table 2.13.

Table 2. 13: Number of Total Employment by Industry, Citizenship and Sex; 2020/21

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,271	1,017	2,288	1	0	1	1,272	1,017	2,289
Mining and Quarrying	122	60	182	1	0	1	123	60	183
Manufacturing	906	289	1,195	28	3	31	934	292	1,226
Electricity, gas, steam and air conditioning supply	709	150	859	0	0	0	709	150	859
Water supply; sewerage, waste management and remediation activities	1,693	1,191	2,884	0	0	0	1,693	1,191	2,884
Construction	1,701	182	1,883	18	1	19	1,719	183	1,902
Wholesale and retail trade; repair of motor vehicles and motorcycles	855	433	1,288	12	0	12	867	433	1,300
Transportation and storage	1,995	900	2,895	3	1	4	1,998	901	2,899
Accommodation and food services activities	6,104	2,951	9,055	545	224	769	6,649	3,175	9,824
Information and communication	399	322	721	0	0	0	399	322	721
Financial and insurance activities	559	376	935	0	0	0	559	376	935
Real estate activities	42	37	79	0	0	0	42	37	79
Professional, Scientific and technical activities	641	441	1,082	44	19	63	685	460	1,145
Administrative and support service activities	922	70	992	3	1	4	925	71	996
Public administration and defense; compulsory social security	6,358	5,233	11,591	2	4	6	6,360	5,237	11,597
Education	6,779	13,623	20,402	313	337	650	7,092	13,960	21,052
Human health and social work activity	2,420	3,659	6,079	12	6	18	2,432	3,665	6,097
Art, entertainment and recreation	234	202	436	8	0	8	242	202	444
Other service activities	158	67	225	0	0	0	158	67	225
Total	33,868	31,203	65,071	990	596	1,586	34,858	31,799	66,657

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 (40.4 percent) earned between TZS 300,000 and TZS 399,999 per month (38.6 percent) and almost three percent of employees earned less than TZS 300,000 as shown in Table 3.1. It also indicates that, about (20.3 percent) earned between TZS 400,000 and TZS 499,999 per month and two in every ten (24.7 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, 28.8 percent of male regular citizen employees and 21.2 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; 2020/21

Wage Group (TZS)	Male	Female	Total
Under 200,000	0.7	1.2	1.0
200,000-299,999	2.1	1.3	1.7
300,000-399,999	39.1	38.1	38.6
400,000-499,999	14.8	25.0	20.3
500,000-599,999	14.5	13.2	13.8
600,000 +	28.8	21.2	24.7
Total	100	100	100
Total Number	16,586	19,627	36,213

3.2 Wage of Regular Citizen Employees by Sector

Table 3.2 shows that, the majority of employees in Government sector (38.9 percent) earned between TZS 300,000 and TZS 399,999 while for the Government Parastatals sector earned TZS 600,000 and above (55.0 percent) with slightly difference in proportion between males and females.

On the other hand, higher proportion of Government and Private sector employees were observed in wage group between TZS 300,000 and 399,999 (38.9 and 49.6 percent) respectively. All employees paid below TZS 299,999 were engaged in private sector see Table 3.2.

Table 3. 2: Percentage Distribution of Regular Citizen Employees by Wage Group, Sector and Sex; 2020/21

Wage Group (TZS)	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	0	0	0	0	0	0	3.0	10.8	5.9	0.7	1.2	1.0
200,000 -299,999	0	0	0	0	0	0	9.2	11.6	10.1	2.1	1.3	1.7
300,000 -399,999	40.5	37.9	38.9	15.4	19.5	16.8	49.5	49.6	49.6	39.1	38.1	38.6
400,000 -499,999	16.6	28.0	23.5	8.7	10.1	9.2	13.3	9.8	12.0	14.8	25.0	20.3
500,000 -599,999	15.3	14.3	14.7	21.6	14.1	19.0	8.0	5.1	7.0	14.5	13.2	13.8
600,000 +	27.6	19.7	22.8	54.3	56.4	55.0	16.9	13.1	15.5	28.8	21.2	24.7
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	10,555	16,307	26,862	2,247	1,171	3,418	3,784	2,149	5,933	16,586	19,627	36,213

3.3 Wages of Regular Citizen Employees by Industry

Table 3.3 reveals that Education has the highest proportion of employees (54 percent) earning between 400,000-499,999 followed by Public administration and defense; compulsory social security with 18.3 percent of employees.

There are some industries that paid below TZS 200,000 per month, among other industries Education accounts for 53.4 percent of employees who were paid less than TZS 200,000. On the other hand, Education has the highest proportion (38.5 percent) of regular citizen employees earning TZS 600,000 and above per month.

Table 3. 3: Percentage Distribution of Regular Citizen Employees by Industry and Wage Group (TZS); 2020/21

Industry	Under 200,000	200,000-299,999	300,000-399,999	400,000-499,999	500,000-599,999	600,000 +	Total
Agriculture, forestry and fishing	0	0	10.8	3.0	2.4	1.7	5.5
Mining and Quarrying	8.0	0.7	0	0.2	0.2	0.1	0.2
Manufacturing	0	4.1	1.3	1.1	0.9	0.3	1.0
Electricity, gas, steam and air conditioning supply	0	0	0	1.3	8.6	3.7	2.4
Water supply; sewerage, waste management and remediation activities	0	0	7.1	2.4	3.5	1.1	4.0
Construction	0	0.2	3.0	0.8	0.5	0.9	1.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	0	18.4	2.5	0.4	0.6	2.2	2.0
Transportation and storage	0	3.2	1.6	0.6	4.2	4.0	2.4
Accommodation and food services activities	26.4	26.4	10.0	3.6	1.8	2.3	6.1
Information and communication	0	0.8	3.2	1.5	1.7	2.0	2.3
Financial and insurance activities	0	0	0.0	0	0.7	9.2	2.4
Real estate activities	0	0	0	0.1	0.2	0.4	0.1
Professional, Scientific and technical activities	0	0	1.6	1.0	1.3	1.6	1.4
Administrative and support service activities	1.1	0.2	0.4	0.1	0.2	0.2	0.3
Public administration and defense; compulsory social security	0.6	0.2	19.5	18.3	21.3	22.4	19.7
Education	53.4	36.8	24.3	54.0	44.3	38.5	37.1
Human health and social work activity	4.0	3.2	13.0	10.8	6.7	8.7	10.4
Art, entertainment and recreation	1.4	4.1	1.4	0.8	0.5	0.2	0.9
Other service activities	5.1	1.8	0.1	0.2	0.5	0.4	0.3
Total	100	100	100	100	100	100	100

Total Number	352	603	13,974	7,353	5,002	8,929	36,213
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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 TZS 454,729 million in 2020/21 from TZS 418,207 million in 2019/20. The amount used to pay female employees were less (TZS 174,851 million in 2019/20 and 215,490 TZS million in 2020/21) of the total salary compared with their male counterparts (TZS 243,356 million in 2019/20 and TZS 239,239 million in 2020/21). Government spent more money in paying salaries than other sectors for all years.

Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2019/20 and 2020/21 (TZS Million)

Sector	2019/2020			2020/2021		
	Male	Female	Total	Male	Female	Total
Government	97,942	114,006	211,949	108,459	138,465	246,924
Government Parastatal	47,899	22,473	70,372	44,206	23,348	67,553
Private	97,515	38,371	135,887	86,574	53,678	140,252
Total	243,356	174,851	418,207	239,239	215,490	454,729

Table 4.2 reveals that, the average monthly salary of regular citizen employees was TZS 581,723. The results further show that employees in Government Parastatal had the highest monthly average salary of TZS 866,004. However, employees in the Government sector had the lowest monthly average salary which account for TZS 532,666. Female employees were paid less compared with male employees in all sector.

Table 4. 2: Monthly Average Salary of Regular Citizen Employees by Sector and Sex; 2020/21 (TZS)

Sector	Male	Female	Total
Government	564,058	509,719	532,666
Government Parastatal	851,644	894,262	866,004
Private	506,778	884,925	634,221
Total	599,974	565,093	581,723

4.2 Cash Earnings by Industry

Table 4.3 indicates that, employees in Financial and insurance activities had the highest monthly average salary (TZS 1,532,004) followed by Real estate activities (TZS 1,007,715). The third industry with the highest monthly average salary of regular employees was Information and communication (TZS 726,413). On the other hand, Mining and Quarrying had the lowest monthly average salary of TZS 346,031 per employee.

Generally, in comparison of sex distribution within the industries varies between female and male employees

Table 4. 3: Monthly Average Salary of Regular Citizen Employees by Industry and Sex; 2020/21 (TZS)

Industry	Male	Female	Total
Agriculture, forestry and fishing	474,143	444,783	461,295
Mining and Quarrying	329,932	477,123	346,031
Manufacturing	409,173	379,331	401,656
Electricity, gas, steam and air conditioning supply	676,223	733,527	686,229
Water supply; sewerage, waste management and remediation activities	435,879	383,884	413,188
Construction	463,924	658,090	492,013
Wholesale and retail trade; repair of motor vehicles and motorcycles	567,003	594,644	573,139
Transportation and storage	395,457	561,853	452,489
Accommodation and food services activities	398,200	402,774	399,617
Information and communication	778,931	667,535	726,413
Financial and insurance activities	1,579,749	1,437,884	1,532,004
Real estate activities	971,605	1,048,074	1,007,715
Professional, Scientific and technical activities	630,284	561,266	602,376
Administrative and support service activities	350,329	510,232	386,226
Public administration and defence; compulsory social security	663,109	590,672	629,410
Education	583,097	504,530	530,629
Human health and social work activity	530,585	474,048	495,788
Art, entertainment and recreation	454,568	399,590	429,286
Other service activities	639,977	776,497	694,363
Total	599,974	565,093	581,723

A total of TZS 26,785 Million shillings were used to pay the monthly salary for regular citizen employees in all industries. Out of the total, TZS 13,171 Million shillings used for male salary and TZS 13,614 Million shillings paid for female. The Education, Public administration and defence; compulsory social security and Human health and social work activity industries had higher amount of money paid to their employees with TZS 8,994.7 million shillings, TZS 6,569.8 million shillings and TZS 2,599.4 million shillings respectively (Table 4.4).

**Table 4. 4: Monthly Cash Earnings of Regular Citizen Employees by Industry and Sex; 2020/21
(TZS Million)**

Industry	Male	Female	Total
Agriculture, forestry and fishing	568.5	415.0	983.5
Mining and Quarrying	18.8	12.3	31.1
Manufacturing	200.5	62.6	263.1
Electricity, gas, steam and air conditioning supply	479.4	110.0	589.5
Water supply; sewerage, waste management and remediation activities	537.0	366.2	903.2
Construction	375.8	252.2	627.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	258.7	65.1	323.8
Transportation and storage	404.9	300.0	705.0
Accommodation and food services activities	442.8	948.0	1,390.8
Information and communication	252.4	192.9	445.3
Financial and insurance activities	846.9	385.5	1,232.4
Real estate activities	36.9	35.6	72.6
Professional, Scientific and technical activities	396.4	239.7	636.1
Administrative and support service activities	13.3	5.6	18.9
Public administration and defense; compulsory social security	3,701.5	2,868.3	6,569.8
Education	3,283.4	5,711.3	8,994.7
Human health and social work activity	1,069.7	1,529.8	2,599.4
Art, entertainment and recreation	236.9	75.5	312.4
Other service activities	47.4	38.0	85.4
Total	13,171	13,614	26,785

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 used 77.9 percent of the total wage bill to paid salary for employees. The share of free rations to the wage bill was only 3.8 percent.

In the Government sector, 79.7 percent of its total wage bill used for paying salaries whereas Government Parastatal and private sectors used 70.5 and 78.6 percent respectively. Government Parastatals paid more amounts of other benefits (26.4 percent) compared with Government institutions and Private.

Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2020/21

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	79.7	3.1	17.2	100
Government Parastatal	70.5	3.1	26.4	100
Private	78.6	5.4	16.0	100
Total	77.9	3.8	18.4	100

Table 5.2 shows that, Water supply; sewerage, waste management and remediation activities spent 56.3 percent of their total wage bills for paying salaries, these means that employees are getting more free ration (20 percent) and other benefit (23.7 percent) apart from their salaries.

Table 5. 2: Composition of Annual Wage Bill by Industry; 2020/21

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	89.3	1.0	9.8	100
Mining and Quarrying	89.9	0	10.1	100
Manufacturing	76.8	2.9	20.3	100
Electricity, gas, steam and air conditioning supply	58.4	5.9	35.7	100
Water supply; sewerage, waste management and remediation activities	56.3	20.0	23.7	100
Construction	82.2	0.9	16.9	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	77.4	3.3	19.3	100
Transportation and storage	77.0	1.5	21.5	100
Accommodation and food services activities	78.9	7.4	13.8	100
Information and communication	82.1	0.5	17.4	100
Financial and insurance activities	61.7	5.6	32.7	100
Real estate activities	79.1	2.2	18.8	100
Professional, Scientific and technical activities	60.4	1.7	37.8	100
Administrative and support service activities	94.5	1.8	3.8	100
Public administration and defense; compulsory social security	68.6	4.2	27.3	100
Education	90.1	0.6	9.3	100
Human health and social work activity	85.9	0.3	13.7	100
Art, entertainment and recreation	90.2	1.5	8.2	100
Other service activities	81.6	1.1	17.2	100
Total	77.9	3.8	18.4	100

Table 5.3 shows that permanent employees contribute 60.7 percent of the total wage bill and only 3.8 percent of the wage bill was from free ration. Mining and quarrying industry spent more of its wage bill on salary (44.8 percent) of casual employees compared with other industries.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2020/21

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
Agriculture, forestry and fishing	80.3	8.5	0.6	1.0	9.8	100
Mining and Quarrying	45.1	0	44.8	0	10.1	100
Manufacturing	49.6	22.5	4.7	2.9	20.3	100
Electricity, gas, steam and air conditioning supply	58.4	0	0	5.9	35.7	100
Water supply; sewerage, waste management and remediation activities	46.7	9.5	0.1	20.0	23.7	100
Construction	50.8	30.6	0.8	0.9	16.9	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	41.5	35.0	0.9	3.3	19.3	100
Transportation and storage	41.8	27.0	8.2	1.5	21.5	100
Accommodation and food services activities	29.9	48.0	0.9	7.4	13.8	100
Information and communication	59.9	22.0	0.2	0.5	17.4	100
Financial and insurance activities	48.3	13.4	0.1	5.6	32.7	100
Real estate activities	77.1	2.0	0	2.2	18.8	100
Professional, Scientific and technical activities	58.1	2.3	0.1	1.7	37.8	100
Administrative and support service activities	12.4	82.1	0	1.8	3.8	100
Public administration and defense; compulsory social security	64.1	4.1	0.3	4.2	27.3	100
Education	82.7	7.3	0.1	0.6	9.3	100
Human health and social work activity	75.2	9.3	1.5	0.3	13.7	100
Art, entertainment and recreation	85.1	4.9	0.2	1.5	8.2	100
Other service activities	53.1	21.1	7.5	1.1	17.2	100
Total	60.7	16.3	0.9	3.8	18.4	100

Table 5.4 shows that, 79.7 percent of the Government total wage bill used for paying salaries and only 3.1 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 (95.4 percent), Wholesale and retail trade; repair of motor vehicles and motorcycles (93.4 percent) and Education (93.2 percent).

Table 5. 4: Composition of Annual Wage Bill by Industry; 2020/21 – Government

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	90.0	0.7	9.4	100
Manufacturing	82.0	1.4	16.7	100
Water supply; sewerage, waste management and remediation activities	50.2	22.6	27.3	100
Construction	87.3	0.3	12.5	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	93.4	0	6.6	100
Professional, Scientific and technical activities	56.1	1.8	42.0	100
Public administration and defense; compulsory social security	67.8	4.7	27.5	100
Education	93.2	0.2	6.7	100
Human health and social work activity	87.2	0.2	12.6	100
Art, entertainment and recreation	92.5	0.6	6.9	100
Other service activities	95.4	0	4.6	100
Total	79.7	3.1	17.2	100

Table 5.5 shows that, 70.5 percent of the total wage bill of the Government Parastatal sector was used for paying salaries and only 3.1 percent of the wage bill was used for free rations. Agriculture, forestry and fishing used 95.8 percent of their annual wage bill to pay salaries while Electricity, Gas, Steam and Air Conditioning Supply spent 58.4 percent of their wage bill for paying salaries.

Table 5. 5: Composition of Annual Wage Bill by Industry; 2020/21 – Government Parastatals

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	95.8	0	4.2	100
Manufacturing	94.9	0	5.1	100
Electricity, gas, steam and air conditioning supply	58.4	5.9	35.7	100
Water supply; sewerage, waste management and remediation activities	83.6	0.9	15.5	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	80.6	3.2	16.2	100
Transportation and storage	78.4	1.0	20.6	100
Information and communication	72.8	0.5	26.7	100
Financial and insurance activities	60.2	6.0	33.8	100
Real estate activities	78.7	2.2	19.1	100
Professional, Scientific and technical activities	79.5	0.4	20.1	100
Public administration and defense; compulsory social security	72.4	1.3	26.3	100
Education	83.2	0.4	16.5	100
Art, entertainment and recreation	80.2	4.5	15.3	100
Total	70.5	3.1	26.4	100

The results of Table 5.6 show that, 78.6 percent of the total wage bill for the private sector was used for paying salaries and 5.4 percent of the wage bill was for free rations. Mining and Quarrying used 89.9 percent of annual wage bill to pay salaries and do not provide free ration while other benefits to the staff was 10.1 percent.

Table 5. 6: Composition of Annual Wage Bill by Industry; 2020/21 – Private

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	67.5	7.5	25.1	100
Mining and Quarrying	89.9	0	10.1	100
Manufacturing	75.2	3.2	21.6	100
Water supply; sewerage, waste management and remediation activities	35.8	58.2	6.0	100
Construction	78.2	1.4	20.4	100
Wholesale and retail trade; repair of motor vehicles and motorcycles	74.4	3.5	22.1	100
Transportation and storage	75.0	2.3	22.7	100
Accommodation and food services activities	78.9	7.4	13.8	100
Information and communication	90.3	0.6	9.1	100
Financial and insurance activities	76.6	1.9	21.5	100
Real estate activities	99.8	0	0.2	100
Professional, Scientific and technical activities	80.9	2.8	16.3	100
Administrative and support service activities	94.5	1.8	3.8	100
Public administration and defense; compulsory social security	74.3	0.8	24.9	100
Education	77.8	2.7	19.5	100
Human health and social work activity	80.8	0.8	18.4	100
Art, entertainment and recreation	84.0	4.8	11.2	100
Other service activities	81.0	1.2	17.9	100
Total	78.6	5.4	16.0	100

CHAPTER SIX: NEW EMPLOYEES

6.0 Introduction

This chapter shows the information of new employees employed in a financial year of 2020/21 in various sectors and industries. The analysis of results based on occupation, education level, subject of training and citizenship. Also, it shows their starting salaries per month.

6.1 New Employees

The results from Table 6.1 show that, the total number of new employees in 2020/21 was 3,587 employees of whom 1,735 were male and 1,852 were female employees.

The proportion of new female employees was higher (51.6 percent) than the proportion of male (48.4 percent). Unlike the Government sectors, both Private and Government Parastatals sector employed more male than female employees.

Table 6. 1: Distribution of New Employees by Sector and Sex; 2020/21

Sector	Number of Employees			Sex distribution		
	Male	Female	Total	Male	Female	Total
Government	939	1,278	2,217	42.4	57.6	100
Government Parastatal	217	135	352	61.6	38.4	100
Private	579	439	1,018	56.9	43.1	100
Total	1,735	1,852	3,587	48.4	51.6	100

Table 6.2 shows that, the total number of new employees in 2020/21 decreased to 3,587 employees from 4,654 employees in 2019/20. Proportion of new employees employed in Government parastatal sector was slightly higher in 2020/21 (9.8 percent) than 2019/20 (7.8 percent). New employees employed in Private sector in 2020/21 decreased from 28.4 percent to 21.2 percent in 2019/20.

Among the sectors, Government sector had more new female employees (74.3 percent and 69 percent) than the other sectors in both 2019/20 and 2020/21 respectively.

Table 6. 2: Percentage Distribution of New Employees by Sector and Sex; 2019/20 and 2020/21

Sector	2019/2020			2020/2021		
	Male	Female	Total	Male	Female	Total
Government	66.6	74.3	71.0	54.1	69.0	61.8
Government Parastatal	8.6	7.2	7.8	12.5	7.3	9.8
Private	24.7	18.5	21.2	33.4	23.7	28.4
Total	100	100	100	100	100	100
Total Number	2,017	2,637	4,654	1,735	1,852	3,587

Table 6.3 shows that there was high variation within industries whereby out of the total new employees, Education depicts the highest number of 854 new employees followed by Public administration and defence; compulsory social security with 676 new employees, and Human Health and Social Work activity with 642 new employees.

The industry with the least number of new employees was Mining and Quarrying (3 new employees). Education employed higher number of female new employees (493 new employees) compared with other industries.

Table 6. 3: Number of New Employees by Industry and Sex; 2020/21

Industry	Male	Female	Total
Agriculture, forestry and fishing	42	28	70
Mining and Quarrying	1	2	3
Manufacturing	165	96	261
Electricity, gas, steam and air conditioning supply	63	19	82
Water supply; sewerage, waste management and remediation activities	132	162	294
Construction	10	4	14
Wholesale and retail trade; repair of motor vehicles and motorcycles	26	4	30
Transportation and storage	54	48	102
Accommodation and food services activities	209	189	398
Information and communication	11	8	19
Financial and insurance activities	51	51	102
Professional, Scientific and technical activities	3	1	4
Public administration and defense; compulsory social security	296	380	676
Education	361	493	854
Human health and social work activity	295	347	642
Art, entertainment and recreation	14	16	30
Other service activities	2	4	6
Total	1,735	1,852	3,587

In 2020/21, about 25.3 percent of new employees were employed as Technicians and Associate professionals and only 0.9 percent of new employees were employed in Legislators, Administrators and Managers. Females were most likely to be employed as Technicians and Associate professionals (29.3 percent) and they were less likely to hold the positions of Plant and Machine Operators and Assemblers with the percent of 0.2 percent. New male employees were mainly employed as Professionals (24 percent), Table 6.4.

Table 6. 4: Distribution of New Employees by Occupation and Sex; 2020/21

Occupation	Number			Percent		
	Male	Female	Total	Male	Female	Total
Defense Force	160	114	274	9.2	6.2	7.6
Legislators, Administrators and Managers	16	18	34	0.9	1.0	0.9
Professionals	416	447	863	24.0	24.1	24.1
Technicians and Associate professionals	365	542	907	21.0	29.3	25.3
Clerks	59	83	142	3.4	4.5	4.0
Service Workers and Shop Sales Workers	225	240	465	13.0	13.0	13.0
Skilled Agricultural and Fishery Workers	18	12	30	1.0	0.6	0.8
Craft and Related Workers	66	18	84	3.8	1.0	2.3
Plant and Machine Operators and Assemblers	48	3	51	2.8	0.2	1.4
Elementary Occupations	362	375	737	20.9	20.2	20.5
Total	1,735	1,852	3,587	100	100	100

The findings from Table 6.5 reveal that one third (30.1 percent) of new employees had attained certificate level. The proportion of male new employee's with Secondary O level was slightly higher (31.7 percent) than Tertiary University (31.5 percent). Most of female new employees attained certificate level (34.6 percent).

Table 6. 5: Distribution of New Employees by Education level and Sex; 2020/21

Education Level	Number			Percent		
	Male	Female	Total	Male	Female	Total
Tertiary university	547	491	1,038	31.5	26.5	28.9
Tertiary Non-University	54	65	119	3.1	3.5	3.3
Certificate	438	641	1,079	25.2	34.6	30.1
Vocational Education	37	29	66	2.1	1.6	1.8
Secondary A level	75	88	163	4.3	4.8	4.5
Secondary O level	550	519	1,069	31.7	28.0	29.8
Primary Education	34	19	53	2.0	1.0	1.5
Total	1,735	1,852	3,587	100	100	100

Table 6.6 reveals that, 94.2 percent of new employees were citizen of Tanzania; and the proportion of both male and female new employees has slightly difference (92.4 percent and 95.9 percent respectively). Zanzibar employed non-citizens less than one percent (5.9 percent).

Table 6. 6: Distribution of New Employees by Citizenship and Sex; 2020/21

Citizenship	Number			Percent		
	Male	Female	Total	Male	Female	Total
Tanzania	1,604	1,776	3,380	92.4	95.9	94.2
Kenya	1	1	2	0.1	0.1	0.1
Uganda	2	0	2	0.1	0.0	0.1
Others	128	75	203	7.4	4.0	5.7
Total	1,735	1,852	3,587	100	100	100

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

Table 6.7 depicts that, 54.2 percent of new employees started work with salary between TZS 300,000 and 399,999 followed by 23.8 percent with the salary of TZS 500,000 and above. Very few of new employees started working with salary between TZS 100,000 and 199,999 (1.7 percent).

Table 6. 7: Distribution of New Employees by Starting Salary and Sex; 2020/21

Starting Salary	Number			Percent		
	Male	Female	Total	Male	Female	Total
Under 100,000	176	148	324	10.1	8.0	9.0
100,000 - 199,999	34	28	62	2.0	1.5	1.7
200,000-299,999	49	37	86	2.8	2.0	2.4
300,000-399,999	866	1,078	1,944	49.9	58.2	54.2
400,000-499,999	170	149	319	9.8	8.0	8.9
500,000+	440	412	852	25.4	22.2	23.8
Total	1,735	1,852	3,587	100	100	100

Table 6.8 shows that, most of new employees have a field of Education (626 employees) of whom 375 were male and 251 were female employees, followed by Service Trades Programs (466 employees) and Medical and Health Related Programs (243 employees) compared with other programs.

Table 6. 8: Number of New Employees by Subject of Training and Sex; 2021/20

Subject of Training	Male	Female	Total
Not stated	641	602	1,243
General Training Programs	5	6	11
Education Training	251	375	626
Fine and Applied Art Programs	2	1	3
Programs in Languages	1	1	2
Other Humanity Courses	7	6	13
Social and Behavior Science Programs	90	55	145
Commercial, Clerical, Business and Public Administration Programs	85	155	240
Programs in Law	2	4	6
Natural Science Programs	7	11	18
Mathematics and Computer Science Programs	11	4	15
Medical and Health Related Programs	110	133	243
Construction Trades Programs	45	10	55
Other Craft, Trade and Industrial Programs	16	3	19
Engineering and Allied programs	51	31	82
Architectural and Town Planning Programs	26	18	44
Agriculture, Forestry and Fishery Programs	28	30	58
Home Economics and Domestic Science Programs	30	28	58
Transport and Communication Programs	61	31	92
Service Trades Programs	197	269	466
Programs in Mass Communication and Documentation	18	42	60
Total	1,735	1,852	3,587

CHAPTER SEVEN: NEW VACANCIES, RETIRED AND FIRED/QUIT EMPLOYEES

7.0 Introduction

This chapter shows the number of new vacancies available in various sectors, types of occupation to be filled and education level. Also, it shows the number of retired employees and fired or quit employees.

7.1 New Vacancies

The findings reveal that, government sector had the largest proportion of new vacancies (88.6 percent) compared to other sectors, Figure 7.1

Figure 7. 1: Percentage Distribution of New Vacancies by Sector; 2021/20

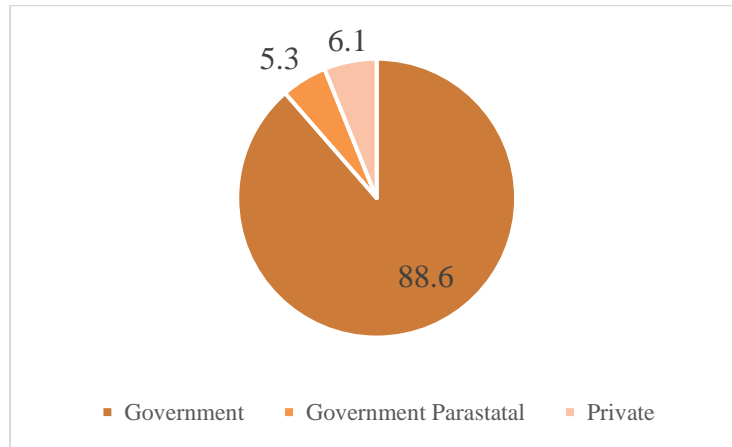


Table 7.1 shows that, Education industry had the largest number of new vacancies (1,164 vacancies, equivalent to 35.7 percent) followed by Public administration and defense; compulsory social security with 1,134 vacancies (34.8 percent) and lastly was Information and communication with one vacancy.

Table 7. 1: Distribution of New Vacancies by Industry; 2020/21

Industry	Number	Percentage
Agriculture, forestry and fishing	270	8.3
Manufacturing	11	0.3
Electricity, gas, steam and air conditioning supply	36	1.1
Water supply; sewerage, waste management and remediation activities	149	4.6
Construction	8	0.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	53	1.6
Transportation and storage	33	1.0
Accommodation and food services activities	49	1.5
Information and communication	1	0.0
Financial and insurance activities	21	0.6
Real estate activities	5	0.2
Professional, Scientific and technical activities	32	1.0
Public administration and defense; compulsory social security	1134	34.8
Education	1164	35.7
Human health and social work activity	231	7.1
Art, entertainment and recreation	44	1.3
Total	3,261	100

Table 7.2 reveals that out of 3,261 new vacancies, 2,889 vacancies were in Government sector of which 1,086 vacancies were in Public administration and defense; compulsory social security followed by Education with 1,065 vacancies.

In the Government Parastatal sector, Public administration and defense; compulsory social security was a leading industry with 46 vacancies followed by Electricity, gas, steam and air conditioning supply accounting for 36 vacancies.

In the Private sector, Education had the highest proportion of new vacancies with 99 vacancies.

Table 7. 2: Total Number of New Vacancies by Industry and Sector; 2020/21

Industry	Government	Government Parastatal	Private	Total
Agriculture, forestry and fishing	270	0	0	270
Manufacturing	1	2	8	11
Electricity, gas, steam and air conditioning supply	0	36	0	36
Water supply; sewerage, waste management and remediation activities	149	0	0	149
Construction	8	0	0	8
Wholesale and retail trade; repair of motor vehicles and motorcycles	41	11	1	53
Transportation and storage	0	33	0	33
Accommodation and food services activities	0	0	49	49
Information and communication	0	1	0	1
Financial and insurance activities	0	18	3	21
Real estate activities	0	5	0	5
Professional, Scientific and technical activities	32	0	0	32
Public administration and defense; compulsory social security	1,086	46	2	1,134
Education	1,065	0	99	1,164
Human health and social work activity	214	0	17	231
Art, entertainment and recreation	23	21	0	44
Other service activities	0	0	20	20
Total	2,889	173	199	3,261

7.2 Retired and Fired/Quit Employees

The result shows that, the total number of retired employees in 2020/21 was 552 persons of whom 493 persons were in the Government sector, 44 persons in Government Parastatals and 15 persons in the Private sector.

On the other hand, more male employees were retired compared to female employees in all sectors, Table 7.3.

Table 7. 3: Number of Retired Employees by Sector and Sex; 2020/21

Sector	Male	Female	Total
Government	317	176	493
Government Parastatal	32	12	44
Private	9	6	15
Total	358	194	552

Table 7.4 shows that, the total number of fired/quit employees in 2020/21 was 304 out of whom 148 were male and 156 were female. The proportions of female fired/quit employees were higher than female employees except in private sectors where the proportion were equal.

Table 7. 4: Number of Fired/Quit Employees by Sector and Sex; 2020/21

Sector	Male	Female	Total
Government	11	18	29
Government Parastatal	1	2	3
Private	136	136	272
Total	148	156	304

APPENDIXES

Appendix 1: Tables

Table 2. 1.2: Number of Youth (Age 15-35) employees Sector by, Type of Contract and Sex, 2020/21

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	5,319	9,068	14,387	238	198	436	13	1	14	5,570	9,267	14,837
Government Parastatal	968	582	1,550	516	221	737	68	42	110	1,552	845	2,397
Private	2,592	1,342	3,934	5,173	2,808	7,981	414	243	657	8,179	4,393	12,572
Total	8,879	10,992	19,871	5,927	3,227	9,154	495	286	781	15,301	14,505	29,806

Table 2. 2.2: Number of Adult (Age 36+) employees Sector by, Type of Contract and Sex, 2020/21

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	10,179	13,123	23,302	432	165	597	9	1	10	10,620	13,289	23,909
Government Parastatal	2,500	1,180	3,680	269	316	585	205	135	340	2,974	1,631	4,605
Private	1,273	622	1,895	4,410	1,595	6,005	280	157	437	5,963	2,374	8,337
Total	13,952	14,925	28,877	5,111	2,076	7,187	494	293	787	19,557	17,294	36,851

Table 2. 3.2: Number of Employment by Sector, Types of Contract and Sex; 2020/21

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	15,498	22,191	37,689	670	363	1,033	22	2	24	16,190	22,556	38,746
Government Parastatal	3,468	1,762	5,230	785	537	1,322	273	177	450	4,526	2,476	7,002
Private	3,865	1,964	5,829	9,583	4,403	13,986	694	400	1,094	14,142	6,767	20,909
Total	22,831	25,917	48,748	11,038	5,303	16,341	989	579	1,568	34,858	31,799	66,657

Table 2. 4.2: Number of Employment by Sector, Citizenship and Sex; 2020/21

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	15,953	22,318	38,271	238	238	475	16,191	22,556	38,746
Government Parastatal	4,477	2,448	6,925	49	28	77	4,526	2,476	7,002
Private	13,438	6,437	19,875	704	330	1,034	14,142	6,767	20,909
Total	33,868	31,203	65,071	990	596	1,586	34,859	31,799	66,657

Table 2.5.2: Number of Employment by Industry, Types of Contract and Sex; 2020/21 - Government

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1,158	930	2,088	0	0	0	0	0	0
Manufacturing	75	50	125	0	0	0	0	0	0
Water supply; sewerage, waste management and remediation activities	777	862	1,639	150	132	282	0	0	0
Construction	622	118	740	5	0	5	0	0	0
Wholesale and retail trade; repair of motor vehicles and motorcycles	41	2	43	0	0	0	0	0	0
Professional, Scientific and technical activities	573	386	959	5	1	6	0	0	0
Public administration and defense; compulsory social security	5,101	4,611	9,712	361	97	458	22	2	24
Education	5,108	12,023	17,131	29	11	40	0	0	0
Human health and social work activity	1,881	3,069	4,950	119	122	241	0	0	0
Art, entertainment and recreation	159	140	299	0	0	0	0	0	0
Other service activities	3	-	3	1	0	1	0	0	0
Total	15,498	22,191	37,689	670	363	1,033	22	2	24

Table 2.6.2: Number of Employment by Industry, Types of Contract and Sex; 2020/21–Government Parastatal

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	0	0	0	19	2	21	0	0	0	19	2	21
Manufacturing	13	5	18	15	15	30	0	0	0	28	20	48
Electricity, gas, steam and air conditioning supply	709	150	859	0	0	0	0	0	0	709	150	859
Water supply; sewerage, waste management and remediation activities	455	92	547	233	8	241	0	0	0	688	100	788
Wholesale and retail trade; repair of motor vehicles and motorcycles	241	71	312	3	33	36	0	0	0	244	104	348
Transportation and storage	740	479	1,219	212	93	305	273	177	450	1,225	749	1,974
Information and communication	218	240	458	4	7	11	0	0	0	222	247	469
Financial and insurance activities	343	174	517	136	155	291	0	0	0	479	329	808
Real estate activities	38	34	72	0	0	0	0	0	0	38	34	72
Professional, Scientific and technical activities	34	16	50	9	2	11	0	0	0	43	18	61
Public administration and defense; compulsory social security	253	215	468	138	209	347	0	0	0	391	424	815
Education	397	251	648	16	13	29	0	0	0	413	264	677
Art, entertainment and recreation	27	35	62	0	0	0	0	0	0	27	35	62
Total	3,468	1,762	5,230	785	537	1,322	273	177	450	4,526	2,476	7,002

Table 2.7.2: Number of Employment by Industry, Types of Contract and Sex; 2020/21 –Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	42	3	45	28	80	108	25	2	27	95	85	180
Mining and Quarrying	58	7	65	0	0	0	65	53	118	123	60	183
Manufacturing	428	112	540	291	103	394	112	7	119	831	222	1,053
Water supply; sewerage, waste management and remediation activities	0	0	0	73	97	170	5	0	5	78	97	175
Construction	203	20	223	851	43	894	38	2	40	1,092	65	1,157
Wholesale and retail trade; repair of motor vehicles and motorcycles	74	28	102	466	282	748	42	17	59	582	327	909
Transportation and storage	284	56	340	484	95	579	5	1	6	773	152	925
Accommodation and food services activities	1,383	605	1,988	5,059	2,420	7,479	207	150	357	6,649	3,175	9,824
Information and communication	106	49	155	67	22	89	4	4	8	177	75	252
Financial and insurance activities	69	35	104	10	9	19	1	3	4	80	47	127
Real estate activities	0	0	0	4	3	7	0	0	0	4	3	7
Professional, Scientific and technical activities	56	41	97	7	9	16	1	5	6	64	55	119
Administrative and support service activities	40	12	52	885	59	944	0	0	0	925	71	996
Public administration and defense; compulsory social security	275	64	339	195	29	224	15	10	25	485	103	588
Education	589	705	1,294	917	914	1,831	36	43	79	1,542	1,662	3,204
Human health and social work activity	146	164	310	175	208	383	111	102	213	432	474	906
Art, entertainment and recreation	41	14	55	12	13	25	3	0	3	56	27	83
Other service activities	71	49	120	59	17	76	24	1	25	154	67	221
Total	3,865	1,964	5,829	9,583	4,403	13,986	694	400	1,094	14,142	6,767	20,909

Table 3.1.3 Total Number of Regular Citizen Employees by Wage Group and Sex; 2020/21

Wage Group	Male	Female	Total
Under 200,000	116	236	352
200,000-299,999	349	254	603
300,000-399,999	6,492	7,482	13,974
400,000-499,999	2,456	4,897	7,353
500,000-599,999	2,404	2,598	5,002
600,000 +	4,769	4,160	8,929
Total	16,586	19,627	36,213

Table 3.2.3: Total Number of Regular Citizen Employees by Wage Group, Sector and Sex; 2020/21

Wage Group	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 200,000	0	0	0	0	0	0	115	233	348	115	233	348
200,000 -299,999	0	0	0	0	0	0	349	249	598	349	249	598
300,000 -399,999	4274	6196	10,470	345	228	573	1874	1066	2940	6,493	7,490	13,983
400,000 -499,999	1756	4569	6,325	196	118	314	504	210	714	2,456	4,897	7,353
500,000 -599,999	1614	2324	3,938	486	165	651	304	109	413	2,404	2,598	5,002
600,000 +	2911	3218	6,129	1220	660	1880	638	282	920	4,769	4,160	8,929
Total	10,555	16,307	26,862	2247	1171	3418	3784	2149	5933	16,586	19,627	36,213

Table 5.1.5: Annual Wage bill by Sector; 2020/21**(TZS Million)**

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	246,924	9,471	53,328	309,723
Government Parastatal	67,553	2,971	25,284	95,808
Private	140,252	9,632	28,646	178,530
Total	454,729	22,074	107,258	584,061

Table 5.2.5: Composition of Annual Wage Bill by Industry; 2020/21**(TZS Million)**

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	13,149	140	1,440	14,729
Mining and Quarrying	758	-	85	843
Manufacturing	5,753	216	1,522	7,491
Electricity, gas, steam and air conditioning supply	7,074	709	4,322	12,105
Water supply; sewerage, waste management and remediation activities	13,065	4,648	5,502	23,215
Construction	12,785	137	2,630	15,552
Wholesale and retail trade; repair of motor vehicles and motorcycles	7,272	308	1,811	9,391
Transportation and storage	15,644	306	4,358	20,308
Accommodation and food services activities	77,422	7,223	13,506	98,151
Information and communication	7,319	48	1,548	8,915
Financial and insurance activities	18,917	1,711	10,015	30,644
Real estate activities	893	24	212	1,129
Professional, Scientific and technical activities	9,130	264	5,713	15,108
Administrative and support service activities	2,880	53	114	3,048
Public administration and defense; compulsory social security	85,366	5,199	33,947	124,512
Education	135,559	860	14,060	150,479
Human health and social work activity	36,077	136	5,765	41,978
Art, entertainment and recreation	4,090	69	373	4,533
Other service activities	1,577	22	333	1,932
Total	454,729	22,074	107,258	584,061

**Table 5.3.5: Composition of Annual Wage Bill by Industry and Types of Contract; 2020/21
(TZS Million)**

Industry	Salary			Free Ratio	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
Agriculture, forestry and fishing	11,821	1,245	83	140	1,440	14,729
Mining and Quarrying	380	0	378	0	85	843
Manufacturing	3,714	1,686	353	216	1,522	7,491
Electricity, gas, steam and air conditioning supply	7,074	0	0	709	4,322	12,105
Water supply; sewerage, waste management and remediation activities	10,839	2,212	14	4,648	5,502	23,215
Construction	7,905	4,762	118	137	2,630	15,552
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,900	3,286	86	308	1,811	9,391
Transportation and storage	8,483	5,491	1,670	306	4,358	20,308
Accommodation and food services activities	29,350	47,144	928	7,223	13,506	98,151
Information and communication	5,343	1,960	15	48	1,548	8,915
Financial and insurance activities	14,788	4,099	30	1,711	10,015	30,644
Real estate activities	871	22	0	24	212	1,129
Professional, Scientific and technical activities	8,774	343	14	264	5,713	15,108
Administrative and support service activities	378	2,502	0	53	114	3,048
Public administration and defense; compulsory social security	79,837	5,113	416	5,199	33,947	124,512
Education	124,448	10,977	134	860	14,060	150,479
Human health and social work activity	31,571	3,888	617	136	5,765	41,978
Art, entertainment and recreation	3,858	221	11	69	373	4,533
Other service activities	1,025	407	145	22	333	1,932
Total	354,360	95,358	5,012	22,074	107,258	584,061

**Table 5.4.5: Composition of Annual Wage Bill by Industry; 2020/21 – Government
(TZS Million)**

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	11,521	84	1,201	12,806
Manufacturing	757	12	154	924
Water supply; sewerage, waste management and remediation activities	8,625	3,883	4,688	17,196
Construction	5,944	17	848	6,809
Wholesale and retail trade; repair of motor vehicles and motorcycles	234	0	16	251
Professional, Scientific and technical activities	6,959	229	5,208	12,396
Public administration and defense; compulsory social security	71,293	4,964	28,906	105,163
Education	108,643	190	7,767	116,600
Human health and social work activity	29,608	71	4,292	33,971
Art, entertainment and recreation	3,252	21	242	3,516
Other service activities	87	0	4	92
Total	246,924	9,471	53,328	309,723

**Table 5.5.5: Composition of Annual Wage Bill by Industry; 2020/21 – Government Parastatal
(TZS Million)**

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	1,119	0	50	1,168
Manufacturing	280	0	15	295
Electricity, gas, steam and air conditioning supply	7,074	709	4,322	12,105
Water supply; sewerage, waste management and remediation activities	3,996	44	740	4,780
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,104	125	623	3,852
Transportation and storage	9,699	125	2,554	12,378
Information and communication	3,051	19	1,119	4,189
Financial and insurance activities	16,769	1,658	9,411	27,838
Real estate activities	871	24	212	1,107
Professional, Scientific and technical activities	1,339	6	339	1,684
Public administration and defense; compulsory social security	11,402	205	4,148	15,756
Education	8,509	36	1,686	10,231
Art, entertainment and recreation	340	19	65	424
Total	67,553	2,971	25,284	95,808


**Table 5.6.5: Composition of Annual Wage Bill by Industry; 2020/21 – Private
(TZS Million)**

Industry	Salary	Free Ration	Other Benefit	Wage bill
Agriculture, forestry and fishing	509	56	189	754
Mining and Quarrying	758	0	85	843
Manufacturing	4,715	204	1,353	6,272
Water supply; sewerage, waste management and remediation activities	444	722	74	1,239
Construction	6,841	120	1,782	8,743
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,934	183	1,171	5,288
Transportation and storage	5,945	181	1,804	7,931
Accommodation and food services activities	77,422	7,223	13,506	98,151
Information and communication	4,268	29	428	4,725
Financial and insurance activities	2,148	53	604	2,806
Real estate activities	22	0	0	22
Professional, Scientific and technical activities	832	29	167	1,028
Administrative and support service activities	2,880	53	114	3,048
Public administration and defense; compulsory social security	2,670	30	893	3,593
Education	18,407	634	4,607	23,647
Human health and social work activity	6,469	65	1,473	8,006
Art, entertainment and recreation	498	28	66	593
Other service activities	1,490	22	329	1,840
Total	140,252	9,632	28,646	178,530

Table 6.1.6: Number of New Employees by Sector and Sex; 2020/21

Sector	Male	Female	Total
Government	939	1,278	2,217
Government Parastatal	217	135	352
Private	579	439	1,018
Total	1,735	1,852	3,587

Appendix 2: Questionnaire

CONFIDENTIAL	FORM EES 2020/21
	REVOLUTIONARY GOVERNMENT OF ZANZIBAR OFFICE OF CHIEF GOVERNMENT STATISTICIAN
EMPLOYMENT AND EARNINGS SURVEY 2020/21	
NAME OF MINISTRY/COMPANY:..... NAME OF ESTABLISHMENT:.....	
THIS INFORMATION FOR: 1. Unguja Only 2. Pemba Only 3. Unguja and Pemba <input type="checkbox"/>	
Office of Chief Government Statistician, P.O Box 2321, Zanzibar Tel No 0772 335932 or 0778 858980 Email: zanstat@ocgs.go.tz Website: www.ocgs.go.tz	OR Office of Chief Government Statistician, P.O Box 90, Chake Chake Pemba Tel No 024 2452675 au 0777428870

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 2021.

SECTION A: IDENTIFICATION

1 Name of establishment			
2 Locatoin:		<i>For office use only</i>	
Region		Identity	<input type="text"/>
District		Ownership (Sector)	<input type="text"/>
Shehia		ISIC Code	<input type="text"/>
		Total number of Employees	<input type="text"/>
		Class Size	<input type="text"/>
3 Adress:			
P.O.Box		Tel.	
Fax		Email:	
4 OWNERSHIP (write appropriate number)			
1	Government		
2	Public Enterprises		
3	International Organization		
4	Citizen		
5	Non Citizen	<input type="text"/>	
6	NGO's		
7	Partnership with Government & Company or Government and Private		
8	Private Partnership		
9	Faith base Organisation		

SECTION B: DESCRIPTION OF BUSINESS

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

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

SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2021
(i) Permanent Employees

State the cash earnings for the month of June, 2021 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, 2021		Cash earnings during June 2021 (to the nearest shillings)		Average Salary for the month of June, 2021	
(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, 2021		Cash earnings during June 2021 (to the nearest shillings)		Average Salary for the month of June, 2021	
(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, 2021		Cash earnings during June 2021 (to the nearest shillings)		Average Salary for the month of June, 2021	
(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, 2021		Cash earnings during June 2021 (to the nearest shillings)		Average Salary for the month of June, 2021	
(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, 2021		Cash earnings during June 2021 (to the nearest shillings)		Average Salary for the month of June, 2021	
(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, 2021	Cash earnings during June 2021 (to the nearest shillings)	Average Salary for the month of June, 2021
(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, 2021	Cash earnings during June 2021 (to the nearest shillings)	Average Salary for the month of June, 2021
(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, 2021	Cash earnings during June 2021(to the nearest shillings)	Average Salary for the month of June, 2021
(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	
TOTAL	13	14	

(b) Workers with Disability			
Types of Contract	Male	Female	Total
Permanent			
Temporary			

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

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

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

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

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

SECTION F: CASUAL WORKERS

Citizenship	Sex	Number of casual workers employed as on 30th June 2021	Total person days worked during June, 2021	Total cash earnings for the month of June 2021	Average Salary for the month of June, 2021
(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	

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

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

SECTION G:

FATAL; Is death occurred due to accident happen in working hours or associated with work

NON-FATAL; is any injury due to accident happen in working hours or associated with work

OCCUPATIONAL INJURY; Is any injury which an employee gets due to accident in working hours or associated with work .

SECTION G: OCCUPATIONAL INJURY AND HOURS WORKED

Number of employees (fatal and non-fatal) occupational injuries due to accident from July 2020 to June 2021 and Hours worked per day

	Permanent employees				Contract employees				Casual employee	
	Citizen		Non-Citizen		Citizen		Non-Citizen		Citizen	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total number of fatal and non-fatal occupational injuries										
Number of fatal occupational injuries										
Number of non-fatal occupational injuries										
Number of occupational injuries who received compasation										
Amount of compasation (Tsh)										
Amount of used for treatment (Tsh)										
Actual hours employees usually worked in your institution per day										

SECTION H: BENEFITS (TSH)

BENEFITS: Other benefits who are paid to employees only from July 2020 to June 2021

OTHER BENEFITS		Employment Contract		
		Permanent (TSH)	Contract basis (TSH)	Casual (TSH)
Type of Payment				
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			
Risk allowance	10			
Medical allowance	11			
Petrol allowance	12			
Telephone allowance	13			
Electricity allowance	14			
Refreshment allowance	15			
Teaching allowance	16			
Others Development Expenditure allowance	17			
Others(specify)				
	18			
	19			
	20			

Note:

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

SECTION: I

NUMBER OF NEW WORKERS EMPLOYED DURING THE LAST 12 MONTHS

JULY 2020 - JUNE 2021

Serial Number	1.Occupational Title (write in full) eg. Accountant Nurse, doctor secondary teacher etc	For Official Use Only				3a. Main subject of training eg. Accountancy	4.Citizenship		4. Existing vacancies are due to	6.Starting Salary (basic salary) (Tshs.)	7. Workers by Gender	
		TASCO					For Official Use Only				Total	
											Male	Female
1												
2												
3												
4												
5												
6												
7												
8												
9												
10												
11												
12												

SECTION J:

CURRENT JOB VACANCIES FOR THE LAST 12 MONTHS (JULY 2020 - JUNE 2021)

Serial Number	1.Occupational Tittle (write in full) eg. Accountant Nurse, doctor secondary teacher etc	For Official Use Only				2. Number of vacancies	3. Required level of education Tertiary University.....1 Tertiary Non Universit.....2 Certificate/diploma).....3 Vocational Education4 Secondary A Level.....5 Secondary O Level.....6 Primary Education.....7	vacancies are due to Fill vacant.....1 Unfilled post.....2 New position...3	5. Required work experience No require..... 1 1 to 2 years.....2 3 to 4 years.....3 5 or more years...4	NUMBER OF WORKERS IN THE ESTABLISHMENT			
										6. Number of retired workers		7. Number of quit or dismissed workers	
										Male	Female	Male	Female
1						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
2						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
3						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
4						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
5						<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"/>	
7						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
8						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
9						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
10						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
11						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
12						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

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

Name.....

Tel No.....

Signature.....

Date.....

THANK YOU FOR YOUR CO - OPERATION

Appendix 3: Industrial Classification

International and adopted national classifications have been used to analyze employment characteristics of the survey. The United Nations International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4 has been used to classify industries for establishments covered in the survey. The establishments engaged in several activities were classified under industrial activity in which the workers were employed. The Government technical services were allocated as best as possible to the industry of the employing department. 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”.

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