

Tanzania - Formal Sector Employment and Earnings Survey 2020/2021

The Office of Chief Government Statistician

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Identification

SURVEY ID NUMBER

TZA-2020-2021-FSEES-v01-M

TITLE

Formal Sector Employment and Earnings Survey 2020/2021

COUNTRY

Name	Country code
Zanzibar, Tanzania	TZA

STUDY TYPE

Enterprise Survey [en/oth]

SERIES INFORMATION

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

ABSTRACT

Formal 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.

KIND OF DATA

Administrative records data [adm]

UNIT OF ANALYSIS

Establishments.

Version

VERSION DESCRIPTION

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

VERSION DATE

2022-06

Scope

NOTES

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

SECTION A: Identification

SECTION B: Description of Business

SECTION C: Employment and earnings as at 30 June 2021

SECTION D: Wage rate (shs per month)

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

SECTION E: Casual Workers

SECTION F: BENEFITS Includes other benefits who are paid employees from July 2020 to June 2021

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

SECTION H: Current Job Vacancies For The Last 12 Months (JULY 2020 - JUNE 2021)

Coverage

GEOGRAPHIC COVERAGE

Zanzibar

UNIVERSE

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

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
The Office of Chief Government Statistician	OCGS

Sampling

SAMPLING PROCEDURE

Not included in the report

DEVIATIONS FROM THE SAMPLE DESIGN

No deviation from the sample

RESPONSE RATE

Not included in the report

WEIGHTING

Not included in the report

Data Collection

DATES OF DATA COLLECTION

Start	End
2020-07-01	2021-06-30

DATA COLLECTION MODE

Mail Questionnaire [mail]

DATA COLLECTION NOTES

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

DATA COLLECTORS

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

Access policy

CONTACTS

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ACCESS AUTHORITY

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Metadata production

DDI DOCUMENT ID

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PRODUCERS

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

DATE OF METADATA PRODUCTION

2023-11-17

DDI DOCUMENT VERSION

Version 1.0

Data Dictionary

Data file	Cases	Variables
EMP 2020-21	907	243