Tanzania - Employment and Earning Survey 2024 - 2025

NATIONAL BUREAU OF STATISTICS, OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN

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Identification

SURVEY ID NUMBER
TZA-NBS-EES-2024-25-v01

TITLE
Employment and Earning Survey 2024 - 2025

TRANSLATED TITLE
Utafiti wa Ajira na Mapato katika Sekta Rasmi 2024-2025

COUNTRY

Name	Country code
United Republic of Tanzania	TZA

STUDY TYPE
Enterprise Survey [en/oth]

SERIES INFORMATION
The Employment and Earnings Survey (EES) is an annual establishment-based survey that collects data on formal sector employment and earnings. Employment and earnings data refer to the status as of 30 June 2025, while all other information covers the 2024/25 financial year (July 2024–June 2025).
The 2024/25 Tanzania Formal Sector Employment and Earnings Report provides national statistics on formal sector employment and earnings for the United Republic of Tanzania. The report is based on the Employment and Earnings Survey (EES), which was successfully conducted in both Mainland Tanzania and Zanzibar. It is the third joint report prepared by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician (OCGS), bringing together data from both parts of the country into one national report.
The EES has been conducted in Mainland Tanzania since 1963 and in Tanzania Zanzibar since 1978, with only a few interruptions over the years.

ABSTRACT
The 2024/25 Employment and Earnings Survey (EES) was conducted to produce reliable and nationally comparable statistics on employment and earnings in the formal sector of the United Republic of Tanzania. Its primary objective was to provide estimates on key labour market indicators, including the number of persons employed, earnings, wage bill, newly recruited workers and job vacancies in the formal sector. The survey also collected information on the socio-economic characteristics of formal sector employees to support labour market analysis, policy formulation, planning and decision-making.

KIND OF DATA
Sample survey data [ssd]

UNIT OF ANALYSIS
Establishments are both the sampling unit and the unit of analysis for the Employment and Earnings Survey (EES). Employment and earnings statistics are compiled from information reported by formal sector establishments.

Version

VERSION DESCRIPTION
v1.0: Edited final data for public use

VERSION DATE
2026-06-30

VERSION NOTES
Notes on the 2024-2025 EES
1. Purpose:
To produce national statistics on formal sector employment, earnings, wage bill, recruitment and job vacancies for labour market planning and policy.

2. Coverage:
The survey covers formal sector establishments across all 31 regions of Tanzania, including all public sector establishments, all private establishments with 50 or more employees and a sample of private establishments with 5–49 employees.

3. Methodology:
The 2024/25 EES is an annual establishment-based survey of the formal sector. In Mainland Tanzania, it covered all public establishments, all private establishments with 50 or more employees and a representative sample of private establishments with 5–49 employees selected from the Statistical Business Register (SBR). In Zanzibar, it covered all public establishments and formal private establishments from the Census for Registered Establishments (CRE). Employment and earnings data refer to 30 June 2025, while all other information covers the 2024/25 financial year. Survey weights were applied to produce representative national estimates.

4. Integration:
The report is the third joint publication by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician (OCGS), presenting harmonized statistics for Mainland Tanzania and Tanzania Zanzibar.

5. Historical Context:
The EES has been conducted since 1963 in Mainland Tanzania and 1978 in Tanzania Zanzibar, making it one of the country's longest-running labour market surveys.

Scope

NOTES
The survey covers formal sector establishments engaged in economic activities classified under the International Standard Industrial Classification (ISIC) across all 31 regions of Tanzania.
It includes all public sector establishments, all private establishments with 50 or more employees and a representative sample of private establishments with 5–49 employees.
The survey collects information on establishment characteristics, employment, earnings, wage bill, newly recruited employees and job vacancies. It excludes household employment activities, extraterritorial organizations in ISIC categories, the armed forces, domestic workers in private households, non-salaried working proprietors and unpaid family workers.

TOPICS

Topic	Vocabulary
Formal Sector Employment	Employment by sex, industry, occupation, sector, regions
Employee Earnings	Average, median, total monthly earnings by sex, industry, occupation, sector, regions
Wage Bill	Total wage bill by industry, sector, region and establishment size.
Wage Rates	Wage rates by occupation, industry, sex and sector.
Newly Recruited Employees	Number of newly recruited employees by sex, occupation, industry and sector.
Job Vacancies	Number of vacant posts by industry, occupation and sector.
Socio-economic Characteristics of Employees	Employee characteristics by sex, age, education level, occupation and industry.

KEYWORDS

Keyword	Vocabulary
Formal Sector Employment	Employment by sex, industry, occupation, sector, regions
Employee Earnings	Average, median, total monthly earnings by sex, industry, occupation, sector, regions
Wage Bill	Total wage bill by industry, sector, region and establishment size.
Wage Rates	Wage rates by occupation, industry, sex and sector.
Newly Recruited Employees	Number of newly recruited employees by sex, occupation, industry and sector.
Job Vacancies	Number of vacant posts by industry, occupation and sector.

Coverage

GEOGRAPHIC COVERAGE

The survey was designed to produce representative estimates of formal sector employment and earnings at the national level for the United Republic of Tanzania (URT), Mainland Tanzania (TZM) and Tanzania Zanzibar (ZNZ). It also provides regional estimates for all 31 regions of the United Republic of Tanzania.

UNIVERSE

The survey covered all formal sector establishments in the United Republic of Tanzania. In Mainland Tanzania, it included all public sector establishments, all private establishments with 50 or more employees and a representative sample of private establishments employing 5–49 employees. In Tanzania Zanzibar, the survey covered all formal sector establishments.

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
NATIONAL BUREAU OF STATISTICS	GOVERNMENT OF TANZANIA
OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN	REVOLUTIONARY GOVERNMENT OF ZANZIBAR

PRODUCERS

Name	Affiliation	Role
Prime Minister's Office Labour, Employment and Relations	Government of the United Republic of Tanzania	Data Validation and Dissemination
The President's Office, Labour, Economic Affairs and Investment	Revolutionary Government of Zanzibar	Data Validation and Dissemination
International Labour Organization	United Nations (UN) Specialized Agency	Technical support and guidance on application of international statistical standards

FUNDING AGENCY/SPONSOR

Name	Abbreviation	Role
Government of the United Republic of Tanzania	URT	FUNDING
WORLD BANK	WB	FUNDING
INTERNATIONAL LABOUR ORGANIZATION	ILO	TECHNICAL

OTHER IDENTIFICATIONS/ACKNOWLEDGMENTS

Name	Affiliation	Role
Prime Minister's Office Labour, Employment and Relations	GOVERNMENT OF TANZANIA	Technical support
The President's Office, Labour, Economic Affairs and Investment	Revolutionary Government of Zanzibar	Technical support
World Bank	WB	Fund management
International Labour Organisation	ILO	Technical support

Sampling

SAMPLING PROCEDURE

In Mainland Tanzania, the sample was selected from the Statistical Business Register (SBR) based on ISIC Rev.4. It included all public establishments, all private establishments with 50 or more employees and a stratified probability proportional to

size (PPS) sample of private establishments employing 5–49 employees.
In Tanzania Zanzibar, the survey covered all public establishments and formal private establishments selected from the Census for Registered Establishments (CRE)

DEVIATIONS FROM THE SAMPLE DESIGN
The Employment and Earnings Survey (EES) estimates are derived from a complex sample design and may differ from the true population values due to unavoidable survey errors. These errors arise from both sampling and non-sampling sources and together constitute the Total Survey Error (TSE).

Sampling errors result from selecting a sample rather than conducting a complete census. They are assessed using the Coefficient of Variation (CV), which measures the relative variability of survey estimates. A CV below 25 percent indicates relatively precise and reliable estimates, while a CV of 25 percent or above suggests higher variability and lower precision.

Non-sampling errors include errors that occur during data collection, processing, coding, data entry, non-response and respondent or interviewer mistakes. These errors are minimized through rigorous quality assurance measures, including questionnaire design, staff training, field supervision, data validation and processing checks.

RESPONSE RATE
Response rates for 2024/25 EES were developed based on the number of selected establishments and the number of establishments that actually interviewed during data collection. Out of 15,810 selected establishments in Mainland Tanzania, response rate was 94.0 percent (14,865 establishments). However, out of 1,772 available establishments in Zanzibar, response rate was 92.8 percent (1,647 establishments).

WEIGHTING
The weights for the strata were calculated by using the simple expression denoted as:
Weight = N/n
Where: N = Total number of establishments in the sampling frame
n = Number of establishments that responded

Data Collection

DATES OF DATA COLLECTION

Start	End
2025-08-01	2026-03-31

TIME PERIODS

Start date	End date
2024-07-01	2025-06-30

DATA COLLECTION MODE
Face-to-face [f2f]

SUPERVISION
Data collection for the 2024/25 Employment and Earnings Survey (EES) was conducted between August 2025 and March 2026.
To ensure data quality and compliance with survey protocols, regular field supervision was conducted throughout the data collection period.
National and regional supervisors monitored field activities, reviewed data quality and addressed operational challenges.
These quality assurance measures helped minimize non-sampling errors, including incomplete or inaccurate responses, inconsistencies in questionnaire administration and data collection errors.

DATA COLLECTION NOTES
Survey data were collected using Computer-Assisted Personal Interviewing (CAPI). The survey gathered information on establishment characteristics, regular and casual employees, newly recruited workers and job vacancies. Data collection was conducted between August 2025 and March 2026 in both Mainland Tanzania and Tanzania Zanzibar, following comprehensive training of the enumerators responsible for the data collection exercise.

DATA COLLECTORS

Name	Abbreviation	Affiliation
NATIONAL BUREAU OF STATISTICS	NBS	MINISTRY OF FINANCE
OFFICE OF GOVERNMENT STATISTICIAN	OCGS	PRESIDENT'S OFFICE - FINANCE AND PLANNING, ZANZIBAR (POFP)

Questionnaires

QUESTIONNAIRES

The survey instruments for the 2024/25 Employment and Earnings Survey (EES) comprised questionnaires and enumerators' instruction manuals. These instruments were developed by the Survey Technical Committee in both English and Kiswahili, following extensive consultations with stakeholders and data users prior to the survey.

Data Processing

DATA EDITING

Data were transmitted electronically through the CAPI system after review by field supervisors.
Automated and manual validation checks were performed to ensure data quality, while data analysis and tabulation were conducted using SPSS and STATA.

Data Appraisal

ESTIMATES OF SAMPLING ERROR

The 2024/25 Employment and Earnings Survey (EES) estimates are derived from a complex sample design and are therefore subject to both sampling and non-sampling errors, collectively referred to as Total Survey Error (TSE).

Sampling errors arise because the survey is based on a sample rather than a complete census. The precision of the estimates was assessed using the Coefficient of Variation (CV), where a CV below 25 percent indicates reliable estimates, while a CV of 25 percent or above suggests lower precision and should be interpreted with caution.

Non-sampling errors, such as data collection, processing, coding, non-response, and respondent or interviewer errors, were minimized through quality assurance measures, including questionnaire design, enumerator training, field supervision, data validation and processing checks.

DATA APPRAISAL

In addition to assessing sampling and non-sampling errors, the Total Survey Error (TSE) was considered to evaluate the overall difference between the true population values and the survey estimates. Monitoring and minimizing TSE is essential for ensuring the quality, accuracy and reliability of Employment and Earnings Survey (EES) statistics.

Furthermore, enumerators and field supervisors played a critical role in ensuring the quality of data collected from formal sector establishments. Their work, supported by comprehensive training, field supervision and data validation procedures, contributed to the production of reliable statistics on formal sector employment, earnings, wage bill, newly recruited employees and job vacancies for evidence-based policy formulation, planning and decision-making.

Access policy

CONTACTS

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Labour and Price Statistics Manager	National Bureau of Statistics	labour@nbs.go.tz	Link

CONFIDENTIALITY

Confidentiality Statement: This information is collected under the Statistics Act, Cap. 351, Revised Edition 2019. All information provided will be treated with the strictest confidentiality and used solely for statistical purposes.

ACCESS CONDITIONS

Tanzania NBS considered three levels of accessibility:

Public use files, accessible by all
Licensed datasets, accessible under certain conditions
Datasets only accessible on location, for certain datasets
The dataset has been anonymized and available as a public use dataset. It accessible to all for statistical and research purposes only, under the following terms and conditions:

The data and other material will not be redistributed or sold to other individuals, institutions, or organization without the written agreement of the Tanzania National Bureau of Statistics.

The data will be used for statistical and scientific research purposes only. They will be used solely for reporting of aggregated information, and not for investigation of specific individuals or organizations.

No attempt will be made to produce links among dataset provided by the National Bureau of Statistics, or among data from the (National Bureau of Statistics) and other datasets that could identify individuals or organizations.

No attempt will be made to re-identify respondents, and no use will be made of the identify of any person or establishment discovered inadvertently. Any such discovery would immediately be reported to the National Bureau of Statistics.

Any books, articles, conference papers, theses, dissertations, reports, or other publications that employ data obtained from the National Bureau of Statistics will cite the source of data in accordance with the Citation Requirement provided with each dataset.

CITATION REQUIREMENTS

National Bureau of Statistics (NBS) and Office of the Chief Government Statistician (OCGS). 2026. Employment and Earnings Survey (EES) 2024/25: Formal Sector Employment and Earnings Report of the United Republic of Tanzania. Dodoma and Zanzibar: National Bureau of Statistics and Office of the Chief Government Statistician.

ACCESS AUTHORITY

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CHIEF GOVERNMENT STATISTICIAN	OFFICE OF CHIEF GOVERNMENT STATISTICIAN ZANZIBAR	info@ocgs.go.tz	Link
LABOUR AND PRICE STATISTICS SECTION MANAGER	NATIONAL BUREAU OF STATISTICS	labour@nbs.go.tz	Link

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Metadata production

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PRODUCERS

Name	Abbreviation	Affiliation	Role
NATIONAL BUREAU OF STATISTICS	NBS	MINISTRY OF FINANCE	Metadata Producer
OFFICE OF THE CHIEF GOVERNMENT STATISTICIAN ZANZIBAR	OCGS	PRESIDENT OFFICE - FINANCE AND PLANNING	Metadata Producer

DATE OF METADATA PRODUCTION

2026-07-20

DDI DOCUMENT VERSION

Version 0.1(June 2026)

Data Dictionary

Data file	Cases	Variables
Tanzania Formal Sector Employment and Earnings Survey 2024-25_ANONYMIZED	0	1003