



FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY 2022/23



ZANZIBAR ANALYTICAL REPORT

May, 2024



THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR

FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY, 2022/23

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May, 2024

Mission

“To Coordinate Production of Official Statistics, Provide High-Quality Statistics Data and Information and Promote their use in Planning, Decision Making, Administration, Governing, Monitoring and Evaluation”

Vision

“To become a Centre of Excellence for Statistical Production and for Promoting a Culture of Evidence-Based Policy and Decision Making”

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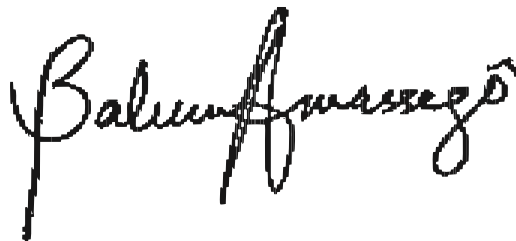


FOREWORD

The Formal Sector Employment and Earnings Survey (FSEES) reports are a series of annual publications produced by the Office of the Chief Government Statistician (OCGS). The 2022/23 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, and estimating the contribution of Gross Domestic Product (GDP) and in policy formulation.

This report is the product of the efforts made by the staffs of the Labour Statistics Unit in the Social Statistics Department.

A handwritten signature in black ink, appearing to read 'Salum Kassim Ali', with a stylized flourish at the end.

Salum Kassim Ali.
Chief Government Statistician,
Office of the Chief Government Statistician,
Zanzibar.

NUMBER OF FORMAL ESTABLISHMENTS BY REGION; 2022/23



NUMBER OF TOTAL EMPLOYMENT BY REGION; 2022/23

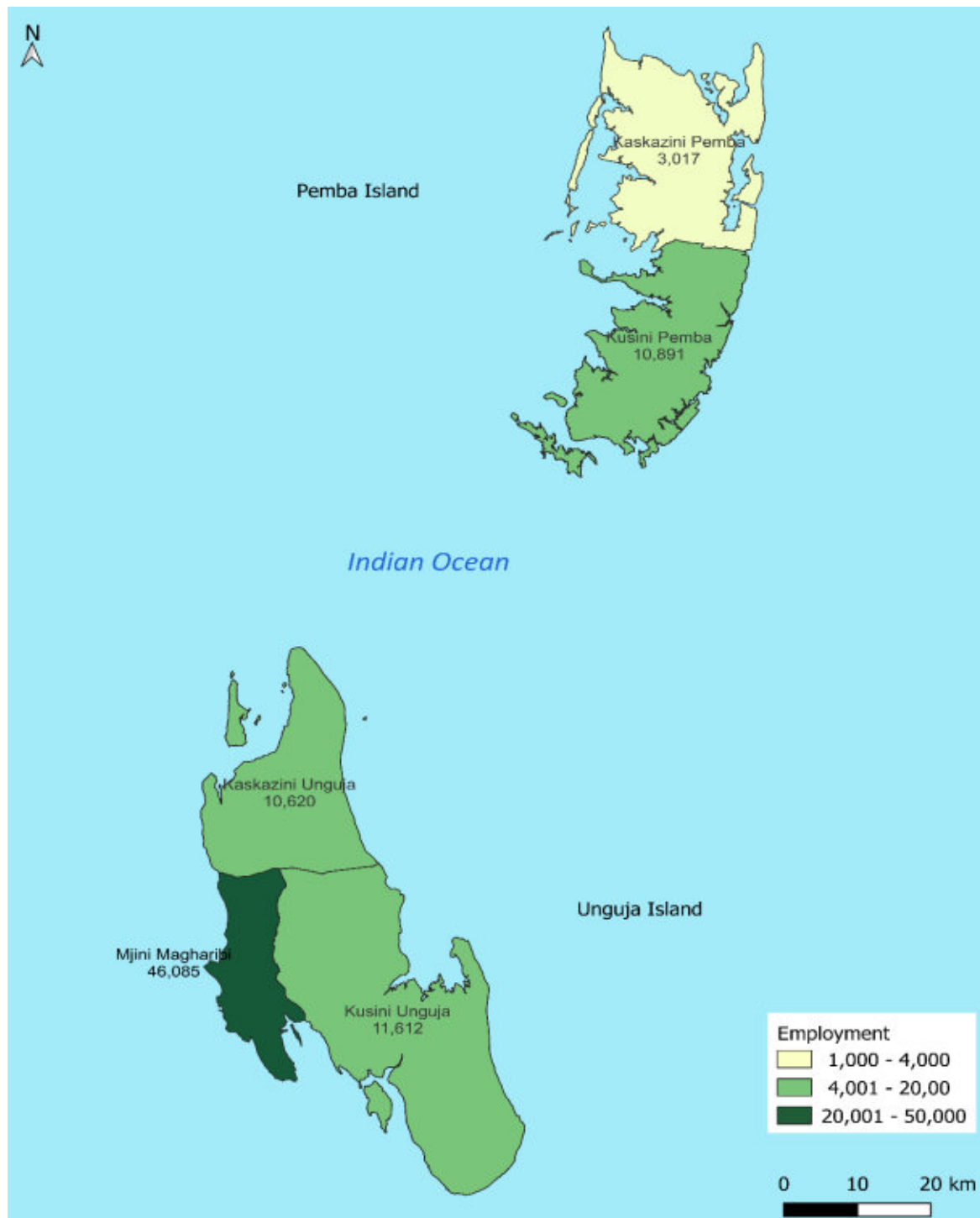


TABLE OF CONTENTS

FOREWORD	4
TABLE OF CONTENTS.....	7
LIST OF TABLES	9
LIST OF FIGURES	12
LIST OF ABBREVIATIONS	13
EXCECUTIVE SUMMARY	14
CHAPTER ONE INTRODUCTION	17
1.0 Background.....	17
1.1 Objective of the Survey.....	17
1.2 Scope of Survey	18
1.3 Methodology	18
1.4 Data Collection	18
1.5 Concepts and Definitions	18
1.5.1 Employee/Worker	18
1.5.2 Regular Employees	18
1.5.3 Temporary Employees	18
1.5.4 Casual Workers	18
1.5.5 Wage Rate	19
1.5.6 Cash Earnings	19
1.5.7 Annual Wage-Bill	19
1.5.8 Free Ration.....	19
1.5.9 Other benefits.....	19
1.5.10 Government Sector	19
1.5.11 Government Parastatal Sector	19
1.5.12 Private Sector	20
1.5.13 Establishment.....	20
CHAPTER TWO EMPLOYMENT	21
2.0. Introduction.....	21
2.1. Employment by Size of Establishment	21
2.2. Employment by Ownership	23
2.3. Employment by Sector.....	25

2.4. Employment by Industry.....	38
CHAPTER THREE WAGE RATE	44
3.0. Introduction.....	44
3.1. Wage Rate of Permanent Citizens Employees.....	44
3.2. Wage Rate of Temporary Citizen	47
CHAPTER FOUR CASH EARNINGS.....	50
4.0. Introduction.....	50
4.1. Cash Earnings by Sector	50
4.2. Cash Earning by Industry.....	51
CHAPTER FIVE WAGE BILL.....	54
5.0. Introduction.....	54
5.1. Annual Wage bill	54
CHAPTER SIX OCCUPATIONAL INJURY AND DISSEASES	57
6.0. Introduction.....	57
6.1. Occupational Injuries	57
6.2. Occupational Diseases	58
CHAPTER SEVEN NEW AND DROPPED OUT EMPLOYEES.....	60
7.0. Introduction.....	60
7.1. New Employees	60
CHAPTER EIGHT VACANCIES	64
8.0. Introduction.....	64
8.1. Current Job Vacancy	64
8.2. Future Job Vacancies	68
CHAPTER NINE MUNICIPAL WASTE MANAGEMENT EMPLOYEES	68
9.0. Introduction.....	69
9.1. Solid Waste Management Employees.....	69
9.2. Sewage Waste Management Employees.....	70
APPENDIXES	72
Appendix 1: Tables	72
Appendix 2: Industrial Classification	89
Appendix 3: Persons Involved in 2022/23 FSEES	94
Appendix 4: Questionnaire	96

LIST OF TABLES

Table 2. 1: Percentage Distribution of Total Employment by Sector and Size of Establishment; 2022/23	21
Table 2. 2: Percentage Distribution of Total Employment by Industry and Size of Establishment; 2022/23	22
Table 2. 3: Percentage Distribution of Total Employment by Type of Ownership and Region; 2022/23 ..	24
Table 2. 4: Percentage Distribution of Total Employment by Type of Ownership and Type of Contracts; 2022/23	24
Table 2. 5: Percentage Distribution of Total Employment by Sector and Sex; 2021/22 and 2022/23	25
Table 2. 6: Percentage Distribution of Total Employment by Region and Sex; 2022/23	26
Table 2. 7: Percentage Distribution of Total Employment by Region and Sector; 2022/23	26
Table 2. 8: Percentage Distribution of Total Employment by Types of Contracts, Age group and Sex; 2022/23	27
Table 2. 9: Percentage Distribution of Total Employment by Sector, Types of Contract and Sex; 2022/23	29
Table 2. 10: Percentage Distribution of Youth (15-35 years) Employees by Sector, Type of Contract and Sex; 2022/23	31
Table 2. 11: Percentage Distribution of Adult (36+ years) Employees by Sector, Type of Contract and Sex; 2022/23	33
Table 2. 12: Distribution of Permanent Employees by Cadre, Citizenship and Sex; 2022/23	34
Table 2. 13: Percentage Distribution of Temporary Employees by Cadre and Citizenship; 2022/23	34
Table 2. 14: Percentage Distribution of Permanent Employees by Cadre and Sector; 2022/23	35
Table 2. 15: Distribution of Temporary Employees by Cadre and Sector; 2022/23	35
Table 2. 16: Percentage Distribution of Total Employment by Sector, Citizenship and Sex; 2022/23	36
Table 2. 17: Percentage Distribution of Employees with Disability by Sector and Sex; 2022/23	37
Table 2. 18: Percentage Distribution of Employees with Disability by Type of Contract, Age group and Sex; 2022/23	37
Table 2. 19: Percentage Distribution of Employees Employed/Work in Government Strategic Projects by Sector and Sex; 2022/23	38
Table 2. 20: Percentage distribution of Total Employment by Industry and Sex; 2021/22 and 2022/23 ...	39

Table 2. 21: Percentage Distribution of Total Employees by Industry and Region; 2022/23	40
Table 2. 22: Percentage Distribution of Employment by Industry, Age Group and Sex;.....	41
Table 2. 23: Percentage Distribution of Total Employment by Industry, Citizenship and Sex; 2022/23 ...	42
Table 2. 24: Percentage Distribution of Employees Employed in Government Strategic Projects by Industry and Sex; 2022/23	43
Table 3. 1: Percentage Distribution of Permanent Citizen Employees by Wage Group and Sex; 2022/23	44
Table 3. 2: Percentage Distribution of Permanent Citizen Employees by Wage Group, Sector and Sex; 2022/23	45
Table 3. 3: Percentage Distribution of Permanent Citizen Employees by Industry and Wage Group; 2022/23	46
Table 3. 4: Percentage Distribution of Temporary Citizen Employees by Wage Group and Sex; 2022/23	47
Table 3. 5: Percentage Distribution of Temporary Citizen Employees by Wage Group, Sector and Sex; 2022/23	48
Table 3. 6: Percentage Distribution of Temporary Citizen Employees by Industry and Wage Group; 2022/23	49
Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2021/22 and 2022/23.....	50
Table 4. 2: Monthly Average Salary of Permanent Citizen Employees by Sector and Sex;2022/23	51
Table 4. 3: Monthly Average Salary of Permanent Citizen Employees by Industry and Sex; 2022/23 (TZS).....	52
Table 4. 4: Monthly Cash Earnings of Permanent Citizen Employees by Industry and Sex; 2022/23.....	53
Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2022/23	54
Table 5. 2: Composition of Annual Wage Bill by Industry; 2021/22	55
Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2022/23	56
Table 6. 1: Fatal and Nonfatal Injury Rates per 100,000 Employees by Sex; 2022/23	58
Table 6. 2: Fatal and Nonfatal Injury Rates per 100,000 Employees by Sector; 2022/23	58
Table 6. 3: Fatal and Nonfatal Disease Rates per 100,000 Employees by Sex; 2022/23.....	59
Table 6. 4: Fatal and Nonfatal Disease Rates per 100,000 Employees by Sector; 2022/23	59
Table 7. 1: Distribution of New Employees by Sector and Sex; 2022/23	60
Table 7. 2: Number of New Employees by Industry and Sex; 2022/23.....	61

Table 7. 3: Percentage Distribution of New Employees by Citizenship and Sex; 2022/23	61
Table 7. 4: Distribution of New Employees by Starting Salary and Sex; 2022/23.....	62
Table 7. 5: Number of Employees by Reasons for Leaving the Establishment and Sex; 2022/23	63
Table 8. 1: Distribution of Current Job Vacancies by Industry and Sex Preference; 2022/23	65
Table 8. 2: Percentage Distribution of Current Vacancies by Type of Occupation Available and Sex Preference, 2022/23	66
Table 8. 3: Percentage Distribution of Current Job Vacancies by Type of Occupation and Education Required, 2022/23.....	67
Table 8. 4: Percentage Distribution of Future Vacancies by Type of Occupation Available and Year.....	68
Table 9. 1: Percentage Distribution of Solid Waste Management Employees by Region and Sex, 2022/23	69
Table 9. 2: Percentage Distribution of Extra Employees Required for Solid Waste Management Service, 2022/23	70
Table 9. 3: Percentage Distribution of Sewage Waste Management Employees by Region and Sex, 2022/23	71
Table 9. 4: Percentage Distribution of extra Employees required for Sewage Waste Management Service by Region and Sex, 2022/23	71

LIST OF FIGURES

Figure 2. 1: Percentage Distribution of Total Employment by Type of Ownership; 2022/23.....	23
Figure 2. 2: Percentage Distribution of Total Employment by Sector; 2022/23.....	25
Figure 2. 3: Percentage Distribution of Total Employment by Types of Contract; 2022/23	27
Figure 2. 4: Percentage Distribution of Total Employment by Citizenship and Sex; 2022/23	36
Figure 2. 5: Percentage of Total Employees by Main Industry; 2022/23	38
Figure 6. 1: Percentage Distribution of Occupational Injured Employees; 2022/23	57
Figure 6. 2: Percentage of Employees with Occupational Disease; 2022/23.....	59
Figure 7. 1: Proposition of New Employees by Type of Contract; 2022/23.....	62
Figure 8. 1: Percentage Distribution of Current Job Vacancies by Sector; 2022/23	64
Figure 8. 2: Percentage Distribution of Current Job Vacancies by Type of Education Required, 2022/23	67
Figure 8. 3: Percentage Distribution of Current Vacancies by Reasons, 2022/23	68

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
-	Note applicable

EXECUTIVE SUMMARY

Formal Sector Employment and Earnings is an establishment survey conducted annually by the Office of the Chief Government Statistician, under Social Statistics Department through Gender and Labour Statistics Division section. The main objective of the survey is to provide information on employment and earnings of employees for planning, policy formulation and decision-making. The information collected about employments and earnings including total number of employees per sector and industry, sex of employees, citizenship, employment term, cash earnings, employment sectors, allowances and other benefit paid to employees.

Employment

The total employment in formal sector was 82,225 out of whom 43,594 (53.0 percent) were males and 38,631 (47.0 percent) were females. Out of this total, 46.0 percent were engaged in Government sector, 45.6 percent in Private sector and 8.3 percent in Parastatals.

The information on contract of employees reported that 58.7 percent (48,284 employees) were permanent employees. Temporary and casual employees comprised 34.0 percent (27,933 employees) and 7.3 percent (6,008 employees) respectively.

The results show that education industry has highest proportion of employees (26.8 percent) followed by Accommodation and food services activities with 19.2 percent. The industry with the least number of employees was real estate which has 0.04 percent of total employment.

Wage Rate

Most of permanent citizen employees (48.8 percent) earn TZS 700,000 and above per month. About 51 percent of the government and 66.3 percent of government parastatals permanent citizen employees earn 700,000 and above while 34.7 percent of private employees earn between 300,000 to 399,999 per month. Majority of male (45.8 percent) and female (51.2 percent) permanent citizen employees earn 700,000 and above per month

Cash Earnings

The average monthly salary of permanent citizen employees was TZS 828,978 per month where males earned TZS 892,531 and females earned TZS 775,568 per month. The average monthly salary of Government Parastatal employees was TZS 1,214,599 and the Government employees' average salary was TZS 813,788 while for Private employees earned TZS 498,062.

Annual Wage Bill

The annual wage bill comprises the employer's cost for employees which includes annual salary, free rations and other benefits. The proportion of annual salary from the total wage bill was 89.3 percent while other benefits and free rations was 10.1 percent and 0.6 percent respectively.

New Employees

The total number of employees employed in 2022/23 was 3,911 persons of whom 1,978 employees (50.6 percent) were males and 1,933 employees (49.4 percent) were females. Out of total new employees, 46.6 percent were employed in the Government sector, 2 percent in Government Parastatals and 51.3 percent in the Private sector.

Job Vacancies

The total number of current vacancies available for 2022/23 was 4,353. The findings indicate that, the largest proportion of current job vacancies were in Government sector (89.4 percent) compared with the remaining sectors. Half of all current job vacancies were due to migration/retirement/death/resign or term (50.7 percent). Only one percent (1.3 percent) of job current vacancies were available due to financial Constrain.

Summary of Key Indicators
2022/23 Formal Sector Employment and Earnings Survey

Indicators	Male	Female	Total
Total Employees	43,594	38,631	82,225
Government	15,561	22,306	37,867
Government Parastatal	4,521	2,332	6,853
Private	23,512	13,993	37,505
Youth Employees (Age 15-35)	25,439	19,504	44,943
Government	5,377	7,388	12,765
Government Parastatal	1,846	932	2,778
Private	18,216	11,184	29,400
Adult Employees (Age 36+)	18,155	19,127	37,282
Government	10,184	14,918	25,102
Government Parastatal	2,675	1,400	4,075
Private	5,296	2,809	8,105
Types of Contracts			
Permanent Employees	22,078	26,206	22,078
Temporary Employees	16,960	10,973	16,960
Casual Employees	4,556	1,452	4,556
Citizenship			
Citizen Employees	43,035	38,420	81,455
Non-citizen Employees	559	211	770
Wage Rates of Permanent Citizen Employees			
Government	14,895	21,941	36,836
TZS 300,000 - 499,999	3,648	5,266	8,914
TZS 500,000 - 699,999	4,083	5,168	9,251
TZS 700,000+	7,164	11,507	18,671
Government Parastatal	3,886	2,126	6,012
TZS 300,000 - 499,999	310	55	365
TZS 500,000 - 699,999	1,239	422	1,661
TZS 700,000+	2,337	1,649	3,986
Private	3,212	2,103	5,315
Below TZS 300,000	499	689	1,188
TZS 300,000 - 499,999	1,644	946	2,590
TZS 500,000 - 699,999	490	221	711
TZS 700,000+	579	247	826
Average Monthly Salary of Permanent Citizen Employees	892,531	775,568	828,978
Government	879,313	769,305	813,788
Government Parastatal	1,229,071	1,188,147	1,214,599
Private	546,666	423,827	498,062
Disable Employees	116	75	191
Permanent Contract	86	57	143
Temporary Contract	30	18	48
Occupational Injury Rate per 100,000 Employees	396.1	204.3	258.6
Fatal	98.5	145.1	120.4
Non-fatal	110.0	295.5	197.0
Occupational Diseases Rates per 100,000 Employees	18.3	36.3	26.8
Fatal	9.2	18.1	13.4
Non-fatal	9.2	18.1	13.4

CHAPTER ONE

INTRODUCTION

1.0 Background

The 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.

The 2022/23 FSEES questionnaire consisted of twelve modules, including Establishment Identification, Establishment Information, Employment and Earnings, Wage rate for Tanzanian citizens, Employees Categories, Other Benefits to Employees, Occupational Injuries and Diseases, Number of Newly Recruited Employees, Current Job Vacancies, Future Job Vacancies in the next three years and Number of Employees Dropped out from the Establishment. The purpose of the survey was to gather data for assessing labour market indicators, including employment and earnings in the formal sector. Indicators and data gathered from this survey include the overall number of employees by sector, Youth Employees (Age 15-35), Adult Employees (Age 36+), Total employees by Type of Contract and Citizenship, Average Salary of Permanent and Temporary Employees, Employees with Disability, Total New Employees, Number of Occupational Injured Employees and who got disease in work place, Number of new and dropped out employees, distribution of new vacancies and Future Job Vacancies in the Next Three Years.

1.1 Objective of the Survey

The main objective of 2022/23 FSEES is to obtain comprehensive data on the employment and earnings of employees working in the formal sector in Zanzibar.

The specific objectives were to obtain information on: -

- Employment status;
- Wages and benefits for employees;
- Employees Category (Cadre);
- Newly recruited employees;
- Current job vacancies;
- Future job vacancies in the next three years;
- The reason for the employees to leave their jobs;

- Employment for workers with disabilities; and
- Occupational Injuries and Disease.

1.2 Scope of Survey

The survey covers only formal sector employment categorized by industry under the International Standard of Industrial Classification (ISIC) Revision 4 of Economic Activity. This survey excludes militaries, ambassadors' offices, servants in private households, non-salaried working proprietors, and non-salaried family workers.

1.3 Methodology

The survey based on formal establishments obtained from Central Register of Establishments (CRE) which is prepared by the Office of the Chief Government Statistician.

The survey based on financial year whereby the recorded data for the total number of employees and their salaries were taken as at 30th June 2023, while other information's were reported for the whole year (July 2022 to June 2023).

1.4 Data Collection

Data collection for the 2022/23 FSEES was conducted for 3 months from 12th December 2023 to 12th March 2024. The data were collected using the electronic questionnaire (CAPI system).

1.5 Concepts and Definitions

1.5.1 Employee/Worker

The term Employee/Worker refers to all Wage Earners and Salaried workers whether engaged full-time, part-time or casually on the last full working day.

1.5.2 Regular Employees

The term Regular Employees refers to all permanent employees who are paid directly by the employer and do not have a predetermined end date to employment.

1.5.3 Temporary Employees

The temporary employees involve all employees with temporary contracts that expire within an agreed time/specific work even if the work is ongoing or after the work is completed.

1.5.4 Casual Workers

The term Casual Workers refers to all persons receiving daily payments for work done.

1.5.5 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 an hour, day, week, or month.

1.5.6 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' contributions 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 the employer.

1.5.7 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.

1.5.8 Free Ration

The term Free Ration refers to the employer's facilities supplied to employees free of charge or the amount of cash that employer pays to an employee as allowances. It includes meals, uniform and medical allowances.

1.5.9 Other benefits

The other benefits include all benefits such as housing allowance, responsibility allowance, risk allowance, electricity allowance, etc. These exclude salary and free ration.

1.5.10 Government Sector

The term Government sector includes all Central Government and local Government establishments.

1.5.11 Government Parastatal Sector

The term Government Parastatal Sector includes autonomous Government Institutions.

1.5.12 Private Sector

The term Private sector includes profit-making private establishments, non-profit making and co-operatives.

1.5.13 Establishment

Establishment is the unit which is a legal economic entity engaging itself in any kind of economic activity at a fixed location.

CHAPTER TWO

EMPLOYMENT

2.0. Introduction

This chapter presents total employment as at June 2023 which shows the number of employees by sex, sector, industry, types of employment and citizenship, number of employees with disability. Also, this chapter provides the information about employees based on the size of the establishment and employment by ownership.

2.1. Employment by Size of Establishment

The total number of FSEES 2022/23 employees were 82,225 where majority of employees were in the establishment size 50+ (58,642 employees). Government sector had the highest proportion of employees in the Establishment size 50+ (59.3 percent) whereas private sector had the highest proportion of employees in all other size of establishments.

Table 2. 1: Percentage Distribution of Total Employment by Sector and Size of Establishment; 2022/23

Sector	1 - 4 Employees	5 - 9 Employees	10 - 49 Employees	50+ Employees	Total
Government	4.9	3.9	15.7	59.3	46.1
Government Parastatal	0.2	0.4	2.2	11.0	8.3
Private	94.9	95.7	82.0	29.8	45.6
Total Number	1,384	3,889	18,310	58,642	82,225

Table 2.2 reveals that the industry in establishments with 50+ employees had higher proportion was education (27.3 percent) whereby Electricity, gas, steam and air conditioning supply industry had only percent in that establishment size. Furthermore, Accommodation and food services activities had the highest proportion of employees in the establishment with 1-4 (32.4 percent) and 10-49 employees (27.6 percent).

Table 2. 2: Percentage Distribution of Total Employment by Industry and Size of Establishment; 2022/23

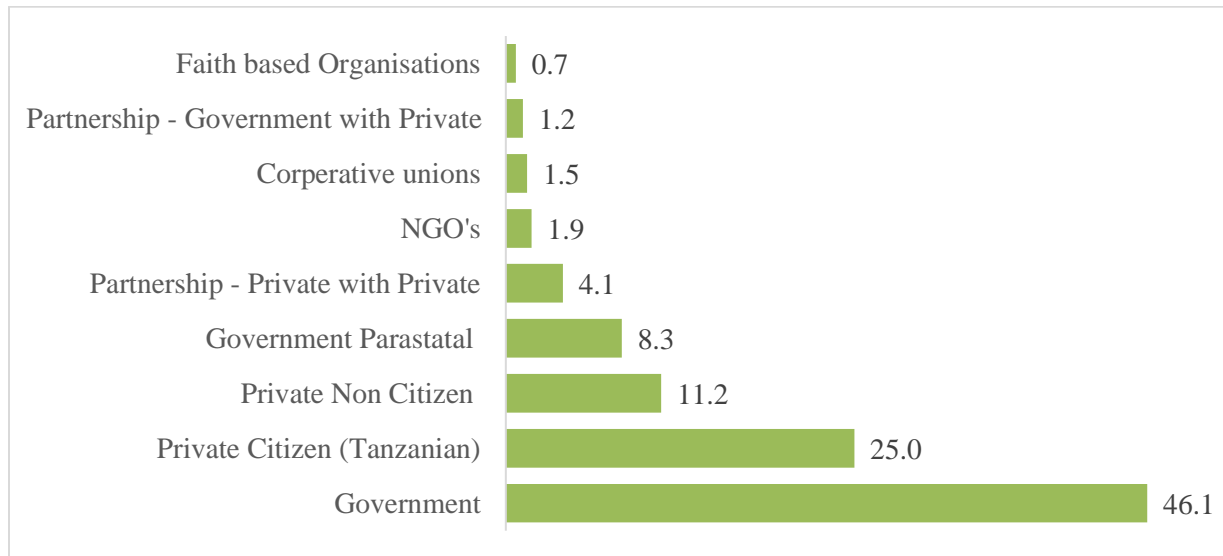
Industry	1 - 4 Employees	5 - 9 Employees	10 - 49 Employees	50+ Employees	Total
A01	0.1	0.6	1.8	3.0	2.5
B02	0.6	1.7	1.0	0.1	0.4
C03	2.5	10.8	7.8	1.6	3.4
D04	0	0	0	1.4	1.0
E05	0	0	0.2	3.7	2.7
F06	0.4	1.6	1.6	7.3	5.6
G07	6.9	8.8	2.8	0.8	1.7
H08	5.1	1.7	2.0	2.9	2.7
I09	32.4	25.4	27.6	15.8	19.2
J10	1.1	1.5	2.3	0.6	1.1
K11	5.6	2.2	0.8	1.4	1.4
L12	0.1	0.3	0.1	0	0
M13	5.0	1.1	0.7	1.2	1.2
N14	3.0	2.5	2.6	0.9	1.4
O15	4.1	3.7	14.1	21.7	18.9
P16	21.8	26.9	25.5	27.3	26.8
Q17	11.0	9.1	7.8	9.7	9.2
R18	0.4	1.2	1.3	0.5	0.7
S19	0	0.9	0.1	0	0.1
Total Number	1,384	3,889	18,310	58,642	82,225

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

2.2. Employment by Ownership

Government ownership is the most common type of ownership in Zanzibar's formal sector. Figure 2.1 shows that, the government had the highest proportion of formal sector employees (46.1 percent) followed by Private Citizen (Tanzanian) with 25.0 percent of employees. About one percent of employees are employed by Faith based organizations.

Figure 2. 1: Percentage Distribution of Total Employment by Type of Ownership; 2022/23



The result depicts that Kaskazini and Kusini Unguja had the highest proportion of employees in the establishments owned by Private non-Citizens (37.5 and 38.3 percent respectively). Moreover, Kaskazini Pemba had the highest proportion of employees (51.3 percent) in the establishments owned by Private Citizen (Tanzanian) Table 2.3.

Table 2. 3: Percentage Distribution of Total Employment by Type of Ownership and Region; 2022/23

Type of Ownership	Kaskazini Unguja	Kusini Unguja	Mjini Magharibi	Kaskazini Pemba	Kusini Pemba	Total
Government	26.8	23.6	47.1	44.4	84.6	46.1
Government Parastatal	0	8.8	11.5	1.3	4.4	8.3
Partnership - Government with Private	3.5	0.2	1.0	0	1.5	1.2
Partnership - Private with Private	6.8	4.2	4.7	0	0	4.1
Private Citizen (Tanzanian)	24.3	19.7	28.7	51.3	8.4	25.0
Private non-Citizen	37.5	38.3	1.5	0.4	0.3	11.2
NGO's	1.0	4.5	1.7	0.6	0.7	1.9
Corporative Unions	0	0.4	2.6	0.3	0	1.5
Faith based Organisations	0.1	0.3	1.1	1.7	0.1	0.7
Total Number	10,620	11,612	46,085	3,017	10,891	82,225

Table 2.4 shows that, the majority of temporary and casual employees are employed by Private Citizen ownership with 44.1 percent and 76.6 percent respectively. Permanent employees were more employed by the Government with 76.3 percent compared to other types of ownership.

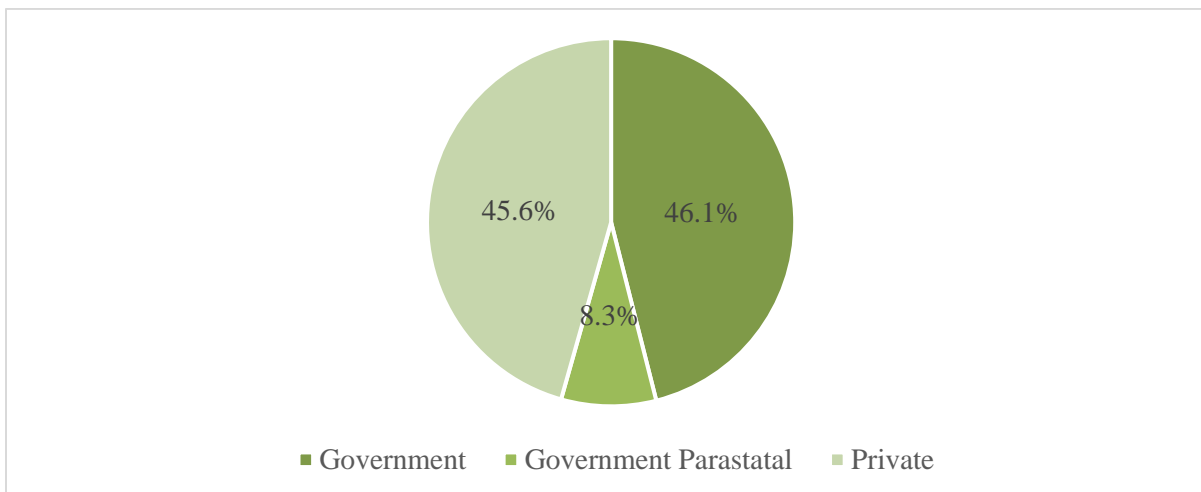
Table 2. 4: Percentage Distribution of Total Employment by Type of Ownership and Type of Contracts; 2022/23

Type of Ownership	Permanent	Temporary	Casual	Total
Government	76.3	3.7	0.0	46.1
Government Parastatal	12.5	3.0	0.0	8.3
Partnership - Government with Private	0.3	2.3	3.9	1.2
Partnership - Private with Private	0.7	9.0	8.9	4.1
Private Citizen (Tanzanian)	7.6	44.1	76.6	25.0
Private non-citizen	1.7	29.1	4.0	11.2
NGO's	0.7	4.0	1.2	1.9
Corporative unions	0.2	3.0	5.5	1.5
Faith based Organisations	0.2	1.8	0.0	0.7
Total Number	48,284	27,933	6,008	82,225

2.3. Employment by Sector

The results from Figure 2.2 revealed that, government sector contributed more than half (54.4 percent) of the total employment.

Figure 2. 2: Percentage Distribution of Total Employment by Sector; 2022/23



The result from Table 2.5 shows that, the total employment increased by 19.8 percent, from 68,632 employees in 2021/22 to 82,225 employees in 2022/23. The proportion of male employees were almost double of the proportion of female employees in government parastatal.

Table 2. 5: Percentage Distribution of Total Employment by Sector and Sex; 2021/22 and 2022/23

Sector	2021/22			2022/23			% Change
	Male	Female	Total	Male	Female	Total	
Government	43.2	66.4	54.2	35.7	57.7	46.1	1.8
Government Parastatal	12.6	7.3	10.0	10.4	6.0	8.3	-0.5
¹ Private	44.3	26.4	35.8	53.9	36.2	45.6	52.7
Total Number	36,012	32,620	68,632	43,642	38,583	82,225	

¹ The private sector includes Partnership - Government with Private, Partnership - Private with Private, Private Citizen and Non-citizen, NGOs, Corporative unions and Faith based organizations.

Table 2.6 indicates that, Mjini Magharibi had more than half of the employees (56.0 percent) compared to other regions followed by Kusini Unguja (14.1 percent) and Kusini Pemba (13.2 percent). Kaskazini Pemba had the lowest percentage of employees with less than 10 percent.

The result also shows that, in all region the proportion of male employees were high compared with female employees except in Mjini Magharibi and Kusini Pemba where the situation is contrary.

Table 2. 6: Percentage Distribution of Total Employment by Region and Sex; 2022/23

Region	Male	Female	Total
Kaskazini Unguja	13.7	12.0	12.9
Kusini Unguja	14.9	13.2	14.1
Mjini Magharibi	54.7	57.5	56.0
Kaskazini Pemba	4.6	2.7	3.7
Kusini Pemba	12.0	14.6	13.2
Total	100	100	100

Table 2.7 shows that, the proportion of employees were higher in Mjini Magharibi in all sectors. Furthermore, Kaskazini and Kusini Unguja had the highest proportion of employees in Private sector (20.7 and 20.9 percent respectively) while Kusini Pemba had the lowest proportion of employees (3.2 percent) in government sector.

Table 2. 7: Percentage Distribution of Total Employment by Region and Sector; 2022/23

Region	Government	Government Parastatal	Private	Total
Kaskazini Unguja	7.5	0	20.7	12.9
Kusini Unguja	7.2	14.9	20.9	14.1
Mjini Magharibi	57.4	77.5	50.8	56.0
Kaskazini Pemba	3.5	0.6	4.4	3.7
Kusini Pemba	24.3	7.0	3.2	13.2
Total Number	37,867	6,853	37,505	82,225

The analysis of the findings depicts that, more than half (59 percent) of total employees have permanent contracts and only 7 percent were casually employed, Figure 2.3.

Figure 2. 3: Percentage Distribution of Total Employment by Types of Contract; 2022/23

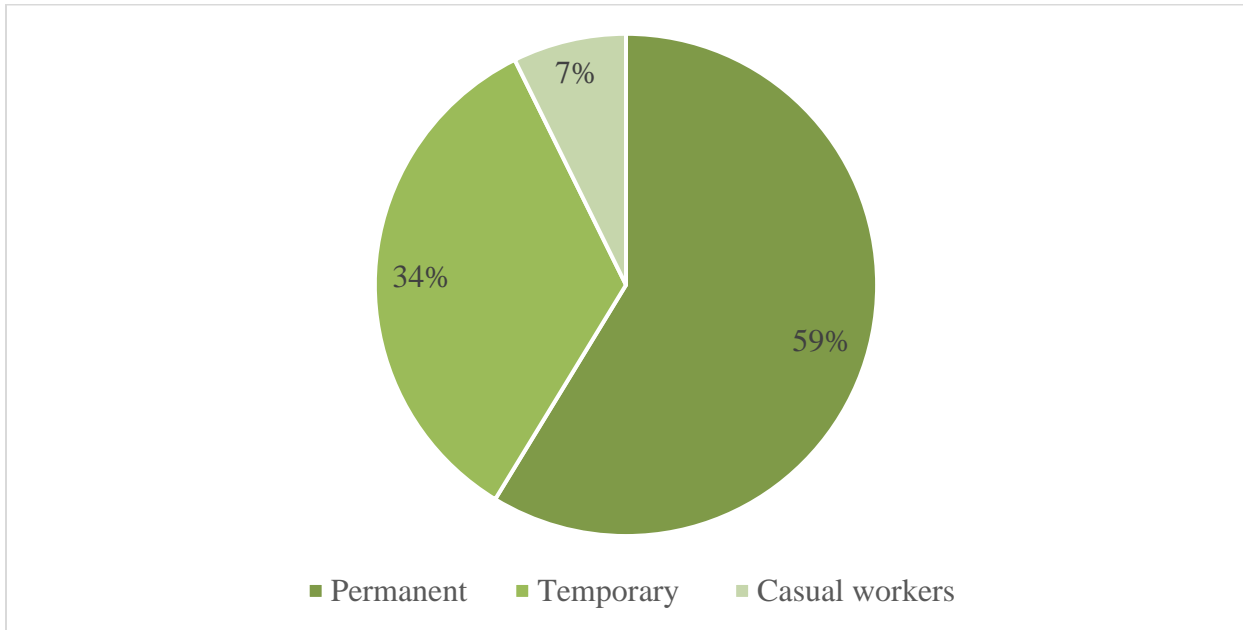


Table 2.8 demonstrates that, the majority of youth employees were temporary (48.1 percent) whilst adult employees were permanent (81.0 percent). Moreover, it shows that females were more likely to be employed permanently rather than other types of contracts for both youth (48.9 percent) and adults (58.7 percent).

Table 2. 8: Percentage Distribution of Total Employment by Types of Contracts, Age group and Sex; 2022/23

Type of Contract	Youth (15-35 years)			Adult (36+years)		
	Male	Female	Total	Male	Female	Total
Permanent	33.7	48.9	40.3	87.1	58.7	81.0
Temporary	50.6	44.9	48.1	11.6	34.0	16.9
Casual	15.7	6.2	11.6	1.2	7.3	2.1
Total Number	25,439	19,504	44,943	18,155	19,127	37,282

Seven in every ten (76 percent) of permanent employees were employed by government sector. The private sector has more employees (93 percent) with temporary contract.

Additionally, the findings show that, among 68 percent of male and 84 percent of female permanent employees, and respectively were employed in the government sector. For temporary employees, the majority of them were employed in private sector for both male (92 percent) and female (95 percent) and all employees with casual contracts were employed in the private sector (Table 2.9).

Table 2. 9: Percentage Distribution of Total Employment by Sector, Types of Contract and Sex; 2022/23

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	67.5	83.7	76.3	3.9	3.3	3.7	-	-	-	35.7	57.7	46.1
Government Parastatal	17.6	8.1	12.5	3.7	1.9	3.0	-	-	-	10.4	6.0	8.3
Private	14.9	8.2	11.3	92.3	94.8	93.3	100	100	100	53.9	36.2	45.6
Total Number	22,081	26,203	48,284	16,991	10,942	27,933	4,570	1,438	6,008	43,642	38,583	82,225

The results in Table 2.10 indicate that youth (15-35 years) had the highest proportion (65.4 percent) employed in the private sector rather than other sectors. Also, the results reveal that, more female (37.9 percent) than male (21.1 percent) youth employees were employed in the Government sector and vice versa in Government Parastatal and Private sector.

In private sector has more youth (15-35 years) with temporary contract (95.2 percent) than the other two remaining sectors. About seven in every ten (68.3 percent) of permanent employees were employed in the government sector.

Among permanent youth aged 15-35 years, 59.6 percent of male employees and 76.0 of female employees were employed in the government sector.

Table 2. 10: Percentage Distribution of Youth (15-35 years) Employees by Sector, Type of Contract and Sex; 2022/23

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	59.6	76.0	68.3	2.1	1.6	1.9	-	-	-	21.1	37.9	28.4
Government Parastatal	15.7	8.5	11.9	3.9	1.4	2.9	-	-	-	7.3	4.8	6.2
Private	24.6	15.5	19.8	94.0	97.0	95.2	100	100	100	71.6	57.3	65.4
Total Number	8,564	9,537	18,101	12,873	8,750	21,623	4,002	1,217	5,219	25,439	19,504	44,943

Table 2.11 shows that, adult employees (67.3 percent) have a high proportion in Government sector compared with other sectors. Additionally, more of permanent male adult (72.4 percent) were employed in the Government sector while more adult male employees with temporary employment (87.0 percent) were employed in the private sector. Same trend for female employees.

Table 2. 11: Percentage Distribution of Adult (36+ years) Employees by Sector, Type of Contract and Sex; 2022/23

Sector	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	72.4	88.2	81.1	9.7	10.1	9.8	-	-	-	56.1	78.0	67.3
Government Parastatal	18.8	7.9	12.8	3.3	3.6	3.4	-	-	-	14.7	7.3	10.9
Private	8.8	3.9	6.1	87.0	86.3	86.8	100	100	100	29.2	14.7	21.7
Total Number	13,514	16,669	30,183	4,087	2,223	6,310	554	235	789	18,155	19,127	37,282

Table 2.12 reveals that, more than half (71.4 percent) of permanent employees worked as Professionals, Technical and associate Professional where by male were 64.9 percent and female were 76.8 percent. Same tendency for permanent citizen and non-citizen employees.

Table 2. 12: Distribution of Permanent Employees by Cadre, Citizenship and Sex; 2022/23

Cadre	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
O01	5.1	5.2	5.2	22.4	38.9	27.3	5.2	5.2	5.2
O02 - O03	64.9	76.8	71.4	63.5	58.3	62.0	64.9	76.8	71.4
O04	8.5	6.6	7.5	7.1	2.8	5.8	8.5	6.6	7.5
O05	12.3	7.5	9.7	7.1	0	5	12.2	7.5	9.7
O07	3.3	0.9	2	0	0	0	3.3	0.9	2
O09	5.8	2.9	4.2	0	0	0	5.8	2.9	4.2
Total Number	21,993	26,170	48,163	85	36	121	22,078	26,206	48,284

Note Code: See Appendix 2 for description of the Carde codes.

Table 2.13 shows that, Service workers and shop sales workers (34.7 percent) had higher proportion of temporary employees compared to other cadres where male were more worked as Service workers and shop sales workers (34.1 percent) and female worked more as Professionals, Technical and associate Professional (41.5 percent). Temporary Citizen employees had higher proportion of employees worked as Service workers and shop sales workers (35.4 percent) while almost 93 percent of temporary non-citizen employees worked as Professionals, Technical and associate Professional, Directors and Managers.

Table 2. 13: Percentage Distribution of Temporary Employees by Cadre and Citizenship; 2022/23

Cadre	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
O01	5.1	3.5	4.5	44.9	39.4	43.5	6.2	4.1	5.4
O02 - O03	27.1	41.3	32.7	48.1	52.6	49.3	27.7	41.5	33.1
O04	4.7	5.8	5.1	0.6	0.0	0.5	4.6	5.7	5.0
O05	34.9	36.1	35.4	3.8	4.6	4.0	34.1	35.6	34.7
O07	5.0	0.8	3.3	1.7	0	1.2	4.9	0.8	3.3
O09	23.1	12.6	18.9	0.8	3.4	1.5	22.5	12.4	18.5
Total Number	16,486	10,798	27,284	474	175	649	16,960	10,973	27,933

Note Code: See Appendix 2 for description of the Carde codes.

In all sectors, majority of permanent employees worked as Professionals, Technical and associate Professional compared with other cadres, Table 2.14.

Table 2. 14: Percentage Distribution of Permanent Employees by Cadre and Sector; 2022/23

Cadre	Government	Government Parastatal	Private
O01	3.6	5.9	15.3
O02 - O03	78.6	56.7	38.7
O04	7.2	10.8	5.8
O05	6.2	18.7	23.6
O07	1.2	5.1	4.1
O09	3.2	2.8	12.6
Total Number	36,838	6,012	5,434

Note Code: See Appendix 2 for description of the Carde codes.

The government sector has more temporary employees worked as Clerks (25.3 percent) followed by employees with Elementary occupations (24.5 percent). Government parastatal has more temporary employees work in Craft and related workers; Plant and machine operators and assemblers (33.7 percent) followed by Service workers and shop sales workers (29.1 percent). Furthermore, 35.8 percent of temporary employees in private sector worked as Service workers and shop sales workers.

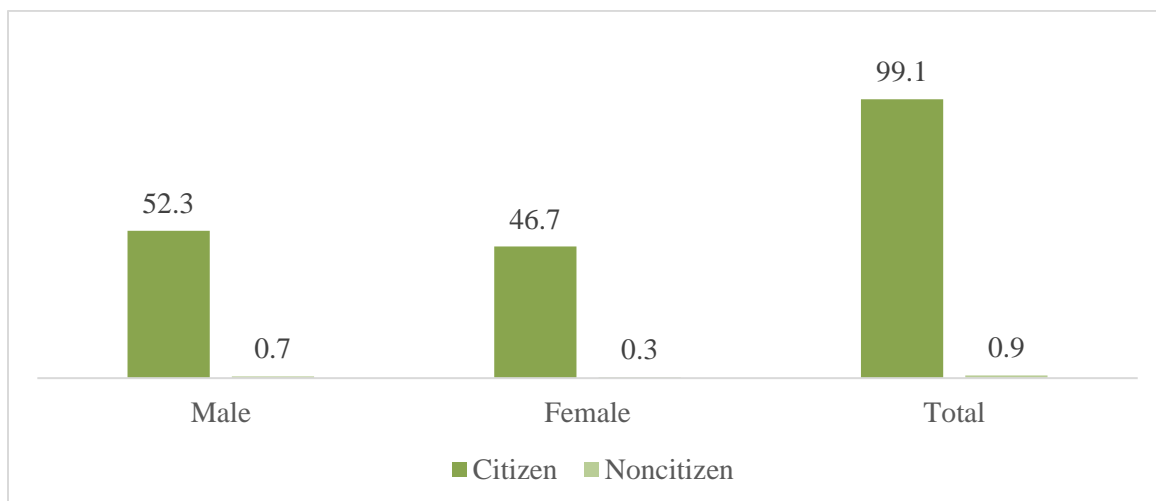
Table 2. 15: Distribution of Temporary Employees by Cadre and Sector; 2022/23

Cadre	Government	Government Parastatal	Private
O01	14.9	3.7	5.1
O02 - O03	25.0	23.7	33.7
O04	25.3	7.3	4.2
O05	10.3	29.1	35.8
O07	0.1	33.7	2.4
O09	24.5	2.6	18.8
Total Number	1,029	841	26,063

Note Code: See Appendix 2 for description of the Carde codes.

Figure 2.4 reveals that, 99.1 percent of employees were citizens of which 52.2 percent were male employees and 47 percent were female employees. Non-citizens had a small proportion (0.9 percent) of the total employment whereas the majority were male.

Figure 2. 4: Percentage Distribution of Total Employment by Citizenship and Sex; 2022/23



Majority of the citizen employees were in the Government sector (46.5 percent) while most of non-citizen employees (97.7 percent) employed in the private sector. The proportion of male and female non-citizen employees was higher in the Private sector which accounted for 98.2 and 96.2 percent respectively. More than half of male citizen employees were employed in private sector (53.4 percent) and female employees were in the Government sector (58.1 percent), Table 2.16.

Table 2. 16: Percentage Distribution of Total Employment by Sector, Citizenship and Sex; 2022/23

Sector	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government	36.2	58.1	46.5	0.4	0.5	0.4	35.7	57.7	46.1
Government Parastatal	10.5	6.1	8.4	1.4	3.3	1.9	10.4	6.0	8.3
Private	53.4	35.9	45.1	98.2	96.2	97.7	53.9	36.2	45.6
Total Number	43,035	38,420	81,455	559	211	770	43,594	38,631	82,225

Table 2.17 reveals that, out of total employment, 201 employees were disabled. The government sector has a greater percentage of disabled employees (55.2 percent) where male were 51.2 percent and female were 61.8 percent.

Table 2. 17: Percentage Distribution of Employees with Disability by Sector and Sex; 2022/23

Sector	Male	Female	Total
Government	51.2	61.8	55.2
Government Parastatal	16.8	19.7	17.9
Private	32.0	18.4	26.9
Total number	125	76	201

Table 2.18 indicates that, among the employees with disability, the permanent contract has a larger proportion of employed persons with disability for both youth (58.2 percent) and adult (79.5 percent). The majority of employees with disability were male than female for all types of contracts. Furthermore, the results indicate that, across all types of contracts, there were more disabled male than female employees for both youth and adult employees except adult employees with temporary contract.

Table 2. 18: Percentage Distribution of Employees with Disability by Type of Contract, Age group and Sex; 2022/23

Type of Contract	Youth (15-35 years)			Adult (36+years)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	51.0	70.0	58.2	80.3	78.3	79.5	68.8	75.0	71.1
Temporary	36.7	30.0	34.2	15.8	19.6	17.2	24.0	23.7	23.9
Casual	12.2	0.0	7.6	3.9	2.2	3.3	7.2	1.3	5.0
Total Number	49	30	79	76	46	122	125	76	201

The results from 2022/23 EES reveals that, there were 1,181 employees employed in Government Strategic Project. Private sector had the highest proportion of employees (78.6 percent) employed in the Government Strategic Project followed by the Government with 21.3 percent. Government Parastatal had less than one percent of employees employed in Government Strategic Projects.

The result also shows that, in the Government sector, a higher percentage of females (74.7 percent) were employed in Government Strategic Projects, whereas in the Private sector, a higher percentage of males (89.3 percent) were employed in Government Strategic Projects.

Table 2. 19: Percentage Distribution of Employees Employed/Work in Government Strategic Projects by Sector and Sex; 2022/23

Sector	Male	Female	Total
Government	10.5	74.7	21.3
Government Parastatal	0.2	0	0.2
Private	89.3	25.3	78.6
Total Number	983	198	1,181

2.4. Employment by Industry

There are three major industries namely Agriculture, Forest and Fishing industry, Manufacturing, Construction, Energy and Utility industry and Services industry which are categorized out of all industries. The results depict that, eight in every ten employees in 2022/23 were in service industry (84 percent). Among the total employees, very few of them were in the Agriculture, Forest and Fishing sector, Figure 2.5.

Figure 2. 5: Percentage of Total Employees by Main Industry; 2022/23

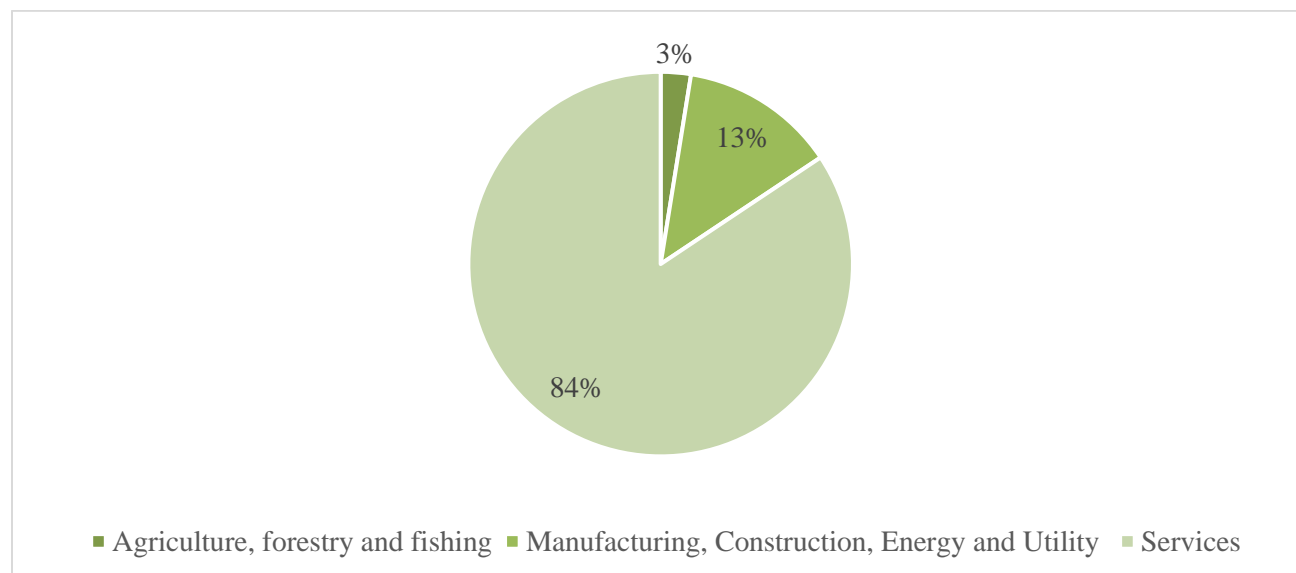


Table 2.20 shows that, in 2022/23 out of the total employment, education had the highest proportion of employees (26.8 percent) followed by accommodation and food services activities (19.2 percent) and public administration and defense; compulsory social security activities (18.9 percent). The industries with the least proportion of employees were real estate activities and other service activities with 0.04 percent.

Generally, the proportion of male employees within the industries was higher compared with female employees in both 2021/22 and 2022/23. However, Education had a higher proportion of female employees (38.7 percent) compared with other industries in 2022/23.

Construction activities recorded the highest percentage growth in employment of 240.0 percent in 2022/23. Other industries that realized employment growth were Mining and Quarrying (164.8 percent) and Manufacturing (137.6 percent). However, there was a high decline in other service activities (73.6 percent).

Table 2. 20: Percentage distribution of Total Employment by Industry and Sex; 2021/22 and 2022/23

Industry	2021/22			2022/23			% Change
	Male	Female	Total	Male	Female	Total	
A01	1.9	1.7	1.8	3.0	2.0	2.5	96.4
B02	0.2	0.2	0.2	0.4	0.3	0.4	164.8
C03	2.8	0.7	1.8	5.5	1.1	3.4	137.6
D04	1.8	0.4	1.2	1.5	0.4	1.0	-2.0
E05	4.1	2.4	3.3	3.1	2.2	2.7	-8.2
F06	3.4	0.6	2.1	9.6	1.1	5.6	240.0
G07	2.7	1.4	2.1	2.4	1.0	1.7	4.7
H08	4.7	2.4	3.6	3.2	2.0	2.7	-16.5
I09	21.6	11.9	17.0	23.2	14.7	19.2	29.9
J10	1.0	0.9	1.0	1.2	0.9	1.1	43.2
K11	1.7	1.2	1.5	1.5	1.3	1.4	9.1
L12	0.1	0.1	0.1	0.1	0.02	0.04	-36.6
M13	1.6	1.2	1.4	1.2	1.2	1.2	-8.9
N14	5.2	0.6	3.0	1.9	0.7	1.4	-56.2
O15	20.3	22.0	21.1	17.8	20.0	18.9	6.3
P16	19.8	41.5	30.1	16.3	38.7	26.8	-0.6
Q17	6.0	9.7	7.8	7.3	11.4	9.2	47.0
R18	0.7	0.7	0.7	0.8	0.7	0.7	32.9
S19	0.4	0.2	0.3	0.1	0.1	0.1	-73.6
Total Number	36,012	32,620	68,632	43,642	38,583	82,225	

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

The results presented in Table 2.21 indicates that, the majority of employees in Kaskazini (63.4 percent) and Kusini Unguja (50.2 percent) were employed in the Accommodation and food services activities. Education accounted for the majority of employees in Mjini Magharibi (27.4 percent). Additionally, Public administration and defence; compulsory social security activities employed the majority of employees in Kaskazini (24.8 percent) and Kusini Pemba (54.3 percent).

Electricity, gas, steam and air conditioning supply had only employees in Mjini Magharibi with 1.7 percent.

Table 2. 21: Percentage Distribution of Total Employees by Industry and Region; 2022/23

Industry	Kaskazini Unguja	Kusini Unguja	Mjini Magharibi	Kaskazini Pemba	Kusini Pemba	Total
A01	0.2	0	3.4	15.8	0	2.5
B02	0.7	1.3	0	2.1	0.1	0.4
C03	2.5	3.4	3.5	12.2	1.8	3.4
D04	0	0	1.7	0	0	1.0
E05	2.1	1.5	2.0	9.2	5.9	2.7
F06	-	2.6	8.2	5.6	3.5	5.6
G07	0.8	1.3	2.2	1.0	1.2	1.7
H08	0	0	4.4	0.1	1.5	2.7
I09	63.4	50.2	6.1	9.4	1.1	19.2
J10	0.1	0.3	1.7	0.4	0.4	1.1
K11	0.4	0	2.2	0.6	0.7	1.4
L12	0	0	0	0	0.2	0
M13	0	0.5	1.5	3.3	1.1	1.2
N14	0.2	0.3	2.2	0.7	0.3	1.4
O15	2.9	5.2	17.2	24.8	54.3	18.9
P16	24.8	31.9	27.4	12.2	25.0	26.8
Q17	1.3	1.2	15.2	2.6	2.1	9.2
R18	0.5	0.1	1.0	0	0.6	0.7
S19	0	0	0.1	0	0.1	0.1
Total	100	100	100	100	100	100

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 2.22 shows that youth employees constitute a higher number of employees (44,943 employees) compared with adult employees (37,282 employees). The results also indicate that accommodation and food services activities had the highest proportion of youth employees (28.2 percent) while education had the highest proportion of adult employees (36.1 percent).

Furthermore, the results reveal gender disparities in most of the industries whereby most adult male employees (28.0 percent) work in public administration and defense; compulsory social security and adult female employees mostly were employed in education employees (percent). In addition, accommodation and food services activities had the highest proportion of youth male employees (30.9 percent) while youth female employees were mostly employed in the Education industry employees (29.6 percent).

Table 2. 22: Percentage Distribution of Employment by Industry, Age Group and Sex;
2022/23

Industry	Youth (15-35 years)			Adult (36+years)			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	2.3	1.4	1.9	4.0	2.6	3.3	3.0	2.0	2.5
B02	0.6	0.4	0.5	0.2	0.2	0.2	0.4	0.3	0.4
C03	7.6	1.3	4.9	2.6	0.9	1.7	5.5	1.1	3.4
D04	0.7	0.2	0.5	2.6	0.5	1.6	1.5	0.4	1.0
E05	3.4	2.4	3.0	2.8	2.0	2.4	3.1	2.2	2.7
F06	12.5	1.5	7.7	5.5	0.8	3.1	9.6	1.1	5.6
G07	2.7	1.3	2.1	1.9	0.7	1.3	2.4	1.0	1.7
H08	3.2	2.2	2.8	3.2	1.9	2.5	3.2	2.0	2.7
I09	30.9	24.6	28.2	12.3	4.6	8.4	23.2	14.7	19.2
J10	1.1	0.6	0.9	1.4	1.1	1.2	1.2	0.9	1.1
K11	1.5	1.7	1.6	1.6	0.9	1.2	1.5	1.3	1.4
L12	0.02	0.02	0.02	0.1	0.03	0.1	0.1	0.02	0.04
M13	0.8	1.1	0.9	1.7	1.3	1.5	1.2	1.2	1.2
N14	2.4	1.3	1.9	1.2	0.2	0.7	1.9	0.7	1.4
O15	10.6	15.8	12.8	28.0	24.3	26.1	17.8	20.0	18.9
P16	11.2	29.6	19.2	23.3	48.1	36.1	16.3	38.7	26.8
Q17	7.9	14.0	10.6	6.4	8.8	7.7	7.3	11.4	9.2
R18	0.6	0.6	0.6	1.0	0.9	0.9	0.8	0.7	0.7
S19	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Total Number	25,439	19,504	44,943	18,155	19,127	37,282	43,594	38,631	82,225

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Most citizen employees were employed in education (27 percent) followed by Public administration and defense; compulsory social security (19 percent). Most of male citizen employees (22.7 percent) work in the accommodation and food services and female citizen employees work in education (38.8 percent).

Non-citizen employees were mainly engaged in two industries. Out of 770 non-citizen employees, more than fifty percent were employed in accommodation and food services (59.6 percent) while 17.5 percent were employed in Construction, Table 2.23.

Table 2. 23: Percentage Distribution of Total Employment by Industry, Citizenship and Sex; 2022/23

Industry	Citizen			Noncitizen			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	3.0	2.0	2.6	0	0	0	3.0	2.0	2.5
B02	0.4	0.3	0.4	0	0	0	0.4	0.3	0.4
C03	5.5	1.1	3.4	4.1	0.5	3.1	5.5	1.1	3.4
D04	1.5	0.4	1.0	0	0	0	1.5	0.4	1.0
E05	3.2	2.2	2.7	0	0	0	3.1	2.2	2.7
F06	9.4	1.1	5.5	23.8	0.9	17.5	9.6	1.1	5.6
G07	2.4	1.0	1.7	1.4	0.5	1.2	2.4	1.0	1.7
H08	3.2	2.0	2.7	2.7	2.4	2.6	3.2	2.0	2.7
I09	22.7	14.5	18.8	59.2	60.7	59.6	23.2	14.7	19.2
J10	1.2	0.9	1.1	0.2	0	0.1	1.2	0.9	1.1
K11	1.5	1.3	1.4	0	0	0	1.5	1.3	1.4
L12	0.1	0.0	0.0	0	0	0	0.1	0.0	0.0
M13	1.2	1.2	1.2	0	0	0	1.2	1.2	1.2
N14	1.9	0.7	1.4	1.6	0.9	1.4	1.9	0.7	1.4
O15	18.0	20.1	19.0	0	0	0	17.8	20.0	18.9
P16	16.4	38.8	27.0	6.1	31.8	13.1	16.3	38.7	26.8
Q17	7.4	11.5	9.3	0.9	2.4	1.3	7.3	11.4	9.2
R18	0.8	0.7	0.7	0	0	0	0.8	0.7	0.7
S19	0.1	0.1	0.1	0	0	0	0.1	0.1	0.1
Total Number	43,035	38,420	81,455	559	211	770	43,594	38,631	82,225

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 2.24 indicates that, Construction activities had the highest proportion of employees (78.4 percent) Employed in Government Strategic Projects followed by Human health and social work activities (9.3 percent). The industry with the least proportion of employees employed in Government Strategic Projects was Water supply; sewerage, waste management and remediation activities (1.2 percent).

Moreover, the results show that, the highest proportion of male employees employed in Government Strategic Projects were in Construction (89.2percent) whereas female employees were in Human health and social work activities (37.9 percent).

Table 2. 24: Percentage Distribution of Employees Employed in Government Strategic Projects by Industry and Sex; 2022/23

Industry	Male	Female	Total
E05	0.6	4.0	1.2
F06	89.2	24.7	78.4
M13	3.8	12.1	5.2
O15	1.5	11.1	3.1
P16	1.3	10.1	2.8
Q17	3.6	37.9	9.3
Total Number	983	198	1,181

Note Code: See Appendix 2 for description of the Carde codes.

CHAPTER THREE

WAGE RATE

3.0. Introduction

This chapter presents information on the wage rate of the permanent and temporary employees. The information of wage rate is useful in determining the welfare of employees and in formulation of employment policy.

3.1. Wage Rate of Permanent Citizens Employees

Table 3.1 depicts that, 48.8 percent of permanent citizen employees earned TZS 700,000 and above per month and about 3 percent of employees earned below TZS 300,000 per month.

Wage distribution between the two sex is very small. Most of male and female employees earned TZS 700,000 and above though wage group favor female (51.2 percent) than male (45.8 percent). Followed by a wage group of TZS 500,000 - 599,999 for male citizen employees (15.8 percent) and wage group of TZS 300,000 - 399,999 for female employees 12.3 percent.

Table 3. 1: Percentage Distribution of Permanent Citizen Employees by Wage Group and Sex; 2022/23

Wage Group (TZS)	Male	Female	Total
Under 140,000	0.5	1.0	0.8
140,000 -199,999	0.6	0.6	0.6
200,000 - 299,999	1.2	1.1	1.1
300,000 - 399,999	14.9	12.3	13.5
400,000 - 499,999	10.6	11.6	11.2
500,000 - 599,999	15.8	10.9	13.1
600,000 - 699,999	10.7	11.3	11.0
700,000 +	45.8	51.2	48.8
Total	100	100	100

Table 3.2 demonstrates that, the majority of employees in the government sector (50.7%) received TZS 700,000 or more, while employees in the government parastatal sector (66.3%) made the same amount.

On the other hand, higher proportion of Private sector employees were observed in wage group between TZS 300,000 and 399,999 (34.7 percent). All employees paid below TZS 299,999 were employed in private sector.

Table 3. 2: Percentage Distribution of Permanent Citizen Employees by Wage Group, Sector and Sex; 2022/23

Wage Group (TZS)	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 140,000	-	-	-	-	-	-	3.3	12.2	6.8	0.5	1.0	0.8
140,000 -199,999	-	-	-	-	-	-	4.3	7.3	5.5	0.6	0.6	0.6
200,000 - 299,999	-	-	-	-	-	-	8.0	13.2	10.0	1.2	1.1	1.1
300,000 - 399,999	13.5	11.6	12.3	2.4	0.5	1.7	36.4	32.1	34.7	14.9	12.3	13.5
400,000 - 499,999	11.0	12.4	11.9	5.6	2.1	4.4	14.8	12.9	14.0	10.6	11.6	11.2
500,000 - 599,999	15.4	11.2	12.9	24.4	11.5	19.9	7.2	6.8	7.0	15.8	10.9	13.1
600,000 - 699,999	12.0	12.3	12.2	7.5	8.3	7.8	8.1	3.7	6.4	10.7	11.3	11.0
700,000 +	48.1	52.4	50.7	60.1	77.6	66.3	18.0	11.7	15.5	45.8	51.2	48.8
Total	100	100	100	100	100	100	100	100	100	100	100	100

Table 3.3 shows that, out of the permanent citizen employees, the education industry had the highest percentage of employees (32.5 percent) whereby 42.6 percent of employees in this industry earned TZS 700,000 and more per month. Public administration and defense; compulsory social security had 30.7 percent of permanent citizen employees whereby 38.6 percent of its employees earned between TZS 600,000 and 699,999.

Education (54.5 percent) and accommodation and food service activities (13.7 percent) are the leading industries with the permanent citizen employees earned between TZS 200,000 and TZS 299,999.

Table 3. 3: Percentage Distribution of Permanent Citizen Employees by Industry and Wage Group; 2022/23

Industry	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
A01	1.4	0	0	1.9	4.5	5.6	6.7	1.5	3.0
B02	0	3.4	0	0	0	0	0	0	0
C03	1.7	3.4	6.9	1.2	0.6	0.2	0.5	0.6	0.7
D04	0	0	0	0	0.4	11.5	0.3	0.1	1.6
E05	0	0	0	9.3	5	3.2	2.3	1.5	3.2
F06	0	1.4	1.1	1	0.9	7.8	2.5	1.2	2.1
G07	0.3	0	3.4	2.9	1.3	0.6	2.1	0.9	1.3
H08	0.8	0	0	1.9	2.2	5.1	3	3.8	3.3
I09	3.0	6.2	13.7	12.9	5.5	2.2	3.3	0.6	3.5
J10	2.5		0.9	0.7	1.3	0.8	0.8	1.4	1.2
K11	0	0	1.3	0.3	0.1	0.1	0.2	3.5	1.8
L12	0	0	1.1	0	0	0	0	0.1	0.1
M13	0	0.7	0.7	0.6	0.7	0.8	1.1	2.3	1.5
N14	8.5	35.4	5.8	1.8	1.2	0.2	0.1	0.2	0.8
O15	0	0	0	30	32.1	31.9	38.6	30	30.7
P16	77.1	47.4	54.5	17.1	23.9	18.7	25.7	42.6	32.5
Q17	4.7	2.1	7.3	16.9	18.7	9.3	11.7	9.1	11.4
R18	0	0	3.2	1.4	1.3	1.7	1.2	0.6	1.0
S19	0	0	0	0	0.1	0.3	0.1	0.1	0.1
Total Number	363	291	534	6,495	5,374	6,322	5,301	23,483	48,163

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

3.2. Wage Rate of Temporary Citizen

The results from Table 3.4 reveal that, the majority of temporary citizen employees (48.2 percent) earned between TZS 300,000 and TZS 399,999 per month where majority of both male and female temporary citizen employees earned same wage group category. Moreover, 7.5 percent of temporary citizen employees earned less than TZS 140,000.

Table 3. 4: Percentage Distribution of Temporary Citizen Employees by Wage Group and Sex; 2022/23

Wage Group (TZS)	Male	Female	Total
Under 140,000	4.4	12.1	7.5
140,000 -199,999	1.9	7.6	4.2
200,000 - 299,999	6.0	11.1	8.0
300,000 - 399,999	51.7	42.8	48.2
400,000 - 499,999	13.6	10.5	12.3
500,000 - 599,999	10.7	7.0	9.2
600,000 - 699,999	4.1	3.6	3.9
700,000 +	7.5	5.3	6.6
Total	100	100	100

Table 3.5 shows that, the majority of temporary citizen employees in Government sector (61.7 percent) earned between TZS 300,000 and 399,999 while for the Government Parastatal sector, temporary citizen employees earned below TZS 140,000 (34.3 percent)

Furthermore, a high percentage of private sector employees (48.3 percent) were found in the wage group between TZS 300,000 and 399,999.

Table 3. 5: Percentage Distribution of Temporary Citizen Employees by Wage Group, Sector and Sex; 2022/23

Wage Group (TZS)	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 140,000	2.4	1.1	1.9	43.2	6.0	34.3	2.9	12.7	6.8	4.4	12.1	7.5
140,000 -199,999	0.3	0.5	0.4	0	1.0	0.2	2.1	8.0	4.5	1.9	7.6	4.2
200,000 - 299,999	11.1	7.1	9.7	0	0	0	6.0	11.4	8.2	6.0	11.1	8.0
300,000 - 399,999	61.6	61.8	61.7	23	49.7	29.4	52.5	42.0	48.3	51.7	42.8	48.2
400,000 - 499,999	1.7	5.8	3.1	5.1	6.5	5.4	14.5	10.7	12.9	13.6	10.5	12.3
500,000 - 599,999	7.8	12.6	9.5	17.2	21.6	18.3	10.6	6.5	8.9	10.7	7.0	9.2
600,000 - 699,999	0.9	0.8	0.9	0.6	0.5	0.6	4.4	3.8	4.1	4.1	3.6	3.9
700,000 +	14.2	10.2	12.7	10.8	14.6	11.7	7.1	4.9	6.2	7.5	5.3	6.6
Total	100	100	100	100	100	100	100	100	100	100	100	100

Table 3.6 reveals that, Accommodation and food service activities has the highest proportion of temporary citizen employees (47.3 percent) where 59.5 percent of its employees earned between TZS 500,000 and 599,999 per month, followed by Education with 21.8 percent where 19.4 percent of its employees earned TZS 700,000 and above.

Table 3. 6: Percentage Distribution of Temporary Citizen Employees by Industry and Wage Group; 2022/23

Industry	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
A01	0	0	0.2	0.2	0.2	0	0	0.1	0.1
B02	0.1	2.8	1.2	0.3	0.6	0.2	0	0.2	0.5
C03	3.7	0.2	1.7	3.1	2.0	1.6	2.7	2.8	2.6
E05	13.9	0	4.5	1.4	0.2	2.4	0.1	0.1	2.4
F06	0	0.1	0.3	12.4	3.9	10.7	1.6	1.9	7.7
G07	0.8	2.2	2.6	2.6	1.6	1.0	0.8	2.1	2.1
H08	0.1	0.6	0.8	2.3	2.2	1.5	0.6	4.1	1.9
I09	5.0	11.0	15.4	57.0	58.1	59.5	53.3	44.8	47.3
J10	0	0.9	3.7	0.5	1.5	0.9	1.3	0.9	1.0
K11	0	1.1	0.9	0.2	0.1	1.0	8.2	5.7	1.0
L12	0	0	0	0	0.1	0	0.1	0.1	0
M13	0.1	0.2	0.4	0.8	1.5	0.9	0.7	1.5	0.8
N14	2.8	9.4	3.7	1.8	1.8	0.4	0.7	3.3	2.3
O15	1.0	0.3	0	3.1	1.5	5.4	0.1	5.9	2.7
P16	65.1	63.1	56.5	10.3	16.0	9.2	18.5	19.3	21.8
Q17	7.3	8.2	7.4	3.7	7.6	4.7	10.1	6.4	5.5
R18	0	0	0.6	0.1	0.9	0.5	0.9	0.5	0.3
S19	0	0	0	0	0.2	0	0.3	0.3	0.1
Total Number	2,041	1,141	2,187	13,154	3,369	2,521	1,065	1,806	27,284

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

CHAPTER FOUR

CASH EARNINGS

4.0. Introduction

This chapter presents information about employee's cash earnings by different characteristics such as sex, sector and industries. Moreover, the chapter illustrate distribution of cash earnings paid to employees in the Government, Government Parastatal and Private Sector.

4.1. Cash Earnings by Sector

The results show that, total annual earnings of all employees increased to TZS 704,527/= million in 2022/23 from TZS 461,299/= million in 2022/23. The amount paid to female employees were TZS 202,963/= million in 2021/22 and TZS 313,826/= million in 2022/23 while for male counterparts were TZS 258,336/= million in 2021/22 and TZS 390,701/= million in 2022/23. Government spent more on annual earnings than other sectors.

Table 4. 1: Composition of Annual Earnings by Sector and Sex; 2021/22 and 2022/23

Sector	(TZS Million)					
	2021/22			2022/23		
	Male	Female	Total	Male	Female	Total
Government	102,151	135,333	237,484	160,721	204,232	364,953
Government Parastatal	51,538	23,466	75,003	62,672	31,998	94,669
Private	104,647	44,164	148,811	167,308	77,597	244,904
Total	258,336	202,963	461,299	390,701	313,826	704,527

Table 4.2 reveals that on average permanent Government Parastatal employees earned more (TZS 1,214,599/=) followed by government sector (TZS 813,831/=). On the other hand, employees in private sector earned low per month (TZS 528,101/=). Average earnings per month for male were higher in all sectors compared to female.

Table 4. 2: Monthly Average Salary of Permanent Citizen Employees by Sector and Sex;2022/23

Sector	Male	Female	Total
Government	879,313	769,305	813,788
Government Parastatal	1,229,071	1,188,147	1,214,599
Private	546,666	423,827	498,062
Total	892,531	775,568	828,978

4.2. Cash Earning by Industry

The results from the FSEES 2022/23 show that average earning of permanent citizen employees per month in Financial and insurance activities (TZS 1,439,644/=) were highest followed by Professional, scientific and technical activities (TZS 1,211,853/=). The employee in Administrative and support service activities industries (TZS 341,645) compare to other industries (Table 4.3).

Table 4. 3: Monthly Average Salary of Permanent Citizen Employees by Industry and Sex; 2022/23 (TZS)

Industry	Male	Female	Total
A01	717,787	746,421	730,352
B02	644,000	496,000	576,727
C03	627,841	746,709	657,734
D04	541,796	527,397	539,141
E05	1,062,904	811,903	957,236
F06	794,926	766,376	788,870
G07	906,320	761,150	874,514
H08	681,581	735,317	702,855
I09	440,249	386,398	421,951
J10	1,169,176	1,005,512	1,094,970
K11	1,551,656	1,268,198	1,439,644
L12	709,350	728,500	714,821
M13	1,257,808	1,158,463	1,211,853
N14	346,838	324,647	341,645
O15	1,037,747	822,563	928,014
P16	895,811	732,757	782,538
Q17	735,050	811,199	781,450
R18	671,733	666,350	668,981
S19	545,405	616,043	586,611
Total	892,531	775,568	828,978

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 4.4 reveal that the amount of cash earning of Public administration and defense; compulsory social security industry leads for both male (TZS 7511.2 million) and female (TZS 6196.5 million) followed by Education male (TZS 4,280.2 million) and female (TZS 7,966.5million). Moreover; Mining and Quarrying industry has lowest amount monthly cash earning.

**Table 4. 4: Monthly Cash Earnings of Permanent Citizen Employees by Industry and Sex;
2022/23**

(TZS Million)

Industry	Male	Female	Total
A01	579.3	471.0	1,050.2
B02	7.7	5.0	12.7
C03	158.8	63.5	222.3
D04	350.0	77.0	427.0
E05	950.2	527.7	1,478.0
F06	640.7	166.3	807.0
G07	452.3	106.6	558.8
H08	662.5	468.4	1,130.9
I09	494.4	223.3	717.7
J10	356.6	254.4	611.0
K11	814.6	435.0	1,249.6
L12	14.2	5.8	20.0
M13	496.8	393.9	890.7
N14	107.9	30.8	138.7
O15	7,511.2	6,195.5	13,706.8
P16	4,280.2	7,966.5	12,246.7
Q17	1,582.6	2,724.0	4,306.6
R18	158.5	164.6	323.1
S19	10.9	17.2	28.2
Total	19,629.4	20,296.6	39,926.0

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

CHAPTER FIVE

WAGE BILL

5.0. Introduction

This chapter provides information related to wage bill with respected to employment sectors, sex and industries. Wage bill information is crucial for employment and labor market especially for effective policies and plans of different sectors as well as industries.

5.1. Annual Wage bill

Table 5.1 reveals that, the high proportion of total wage bill (89.3 percent) paid as salary followed by other benefit which contribute 10.1 percent to total bill and only 0.6 percent paid as a free ration.

On the other hand, the proportion of salary in all sectors is high followed by other benefit. In addition, the free ration has lowest proportion in all sectors

Table 5. 1: Percentage Composition of Annual Wage bill by Sector; 2022/23

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	90.2	0.2	9.6	100
Government Parastatal	84.0	0.7	15.3	100
Private	90.2	1.0	8.8	100
Total	89.3	0.6	10.1	100

Table 5.2 shows that; the proportion of salary is high for all industries followed by the proportion of other benefit in all industry. Financial and insurance activities observed to has high proportion of both free ration (1.6 percent) and other benefit (23 percent). Moreover, results show that there no industry which spent more than 1.6 percent in free ration while other service activities do not pay anything for free ration.

Table 5. 2: Composition of Annual Wage Bill by Industry; 2021/22

Industry	Salary	Free Ration	Other Benefit	Wage bill
A01	89.7	0.1	10.1	100
B02	99.1	0.1	0.8	100
C03	90.3	0.7	9.0	100
D04	94.4	0.8	4.8	100
E05	92.5	0.3	7.2	100
F06	85.0	0.6	14.5	100
G07	93.4	0.3	6.4	100
H08	84.3	1.5	14.2	100
I09	92.8	1.1	6.1	100
J10	87.0	1.2	11.8	100
K11	75.4	1.6	23.0	100
L12	81.7	0.6	17.7	100
M13	83.9	1.3	14.8	100
N14	82.6	1.5	15.9	100
O15	85.6	0.5	13.9	100
P16	90.8	0.2	9.0	100
Q17	97.4	0.2	2.4	100
R18	87.5	0.2	12.3	100
S19	92.2	0.0	7.8	100
Total	89.3	0.6	10.1	100

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 5.3 shows that permanent employees contribute high proportion of the total wage bill (61.1 percent) followed by Temporary employees (25 percent). Casual workers in Manufacturing and Mining and quarrying have high proportion (37.7 percent) and (31.3 percent) respectively compare with other industries. Furthermore, the proportion of free ration is low in all industries and activities.

Table 5. 3: Composition of Annual Wage Bill by Industry and Types of Contract; 2022/23

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
A01	79.9	1.1	8.8	0.1	10.1	100
B02	9.0	58.9	31.3	0.1	0.8	100
C03	20.7	31.9	37.7	0.7	9.0	100
D04	94.4	0.0	0.0	0.8	4.8	100
E05	85.4	7.0	0.2	0.3	7.2	100
F06	25.4	44.2	15.3	0.6	14.5	100
G07	44.3	45.0	4.0	0.3	6.4	100
H08	67.9	15.8	0.5	1.5	14.2	100
I09	7.0	84.1	1.6	1.1	6.1	100
J10	75.3	11.1	0.5	1.2	11.8	100
K11	62.2	13.1	0.1	1.6	23.0	100
L12	62.1	18.9	0.6	0.6	17.7	100
M13	65.6	17.8	0.6	1.3	14.8	100
N14	26.1	52.6	3.9	1.5	15.9	100
O15	82.8	2.8	0.0	0.5	13.9	100
P16	77.2	13.3	0.4	0.2	9.0	100
Q17	78.1	16.6	2.7	0.2	2.4	100
R18	57.3	29.2	0.9	0.2	12.3	100
S19	52.5	38.0	1.7	0.0	7.8	100
Total	61.1	25.8	2.4	0.6	10.1	100

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

CHAPTER SIX

OCCUPATIONAL INJURY AND DISEASES

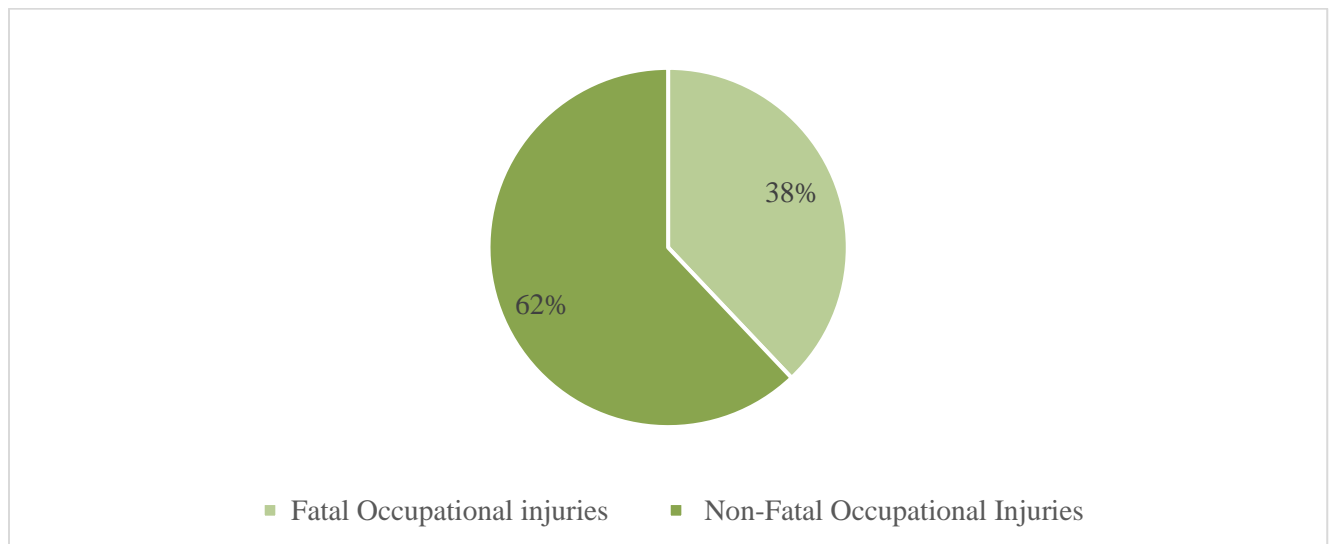
6.0. Introduction

This chapter briefly explain the employed persons who were injured or get illness at work circumstance. The information on work place safety is crucial for improving a healthy and productive work environment.

6.1. Occupational Injuries

The occupational injuries can arise from various occupational hazard and non-hazard environment that may result Fatal and Non-Fatal injuries. A total of 261 of occupational injured employees were reported in 2022/23, where the incidence for non-fatal occupational injured employees (38 percent) was higher compared to Fatal (62 percent).

Figure 6. 1: Percentage Distribution of Occupational Injured Employees; 2022/23



The total occupational injury rate was 317.4 per 100,000 employees where female (440.6 per 100,000 employees) had higher rate than male (208.5 per 100,000 employees). Furthermore, the Non-Fatal Occupational Injuries was 197.0 per 100,000 employees which is higher than Non-Fatal Occupational Injuries (120.4 per 100,000 employees).

The Sex disaggregation shows that, Occupational Injuries for both fatal and non-fatal was higher for female than male.

Table 6. 1: Fatal and Nonfatal Injury Rates per 100,000 Employees by Sex; 2022/23

Occupational Injury	Male	Female	Total
Fatal Occupational Injuries	98.5	145.1	120.4
Non-Fatal Occupational Injuries	110.0	295.5	197.0
Total	208.5	440.6	317.4

Table 6.2 shows that, government sector had higher rate of occupational injuries with 396.1 per 100,000 employees where 124.1 percent were fatal and 272.0 percent were non-fatal. Followed by private sector with 258.6 per 100,000 employees where the rate of non-fatal employees was higher compared to fatal. Moreover, Government Parastatal reported fatal occupational injuries (204.3 per 100,000 employees).

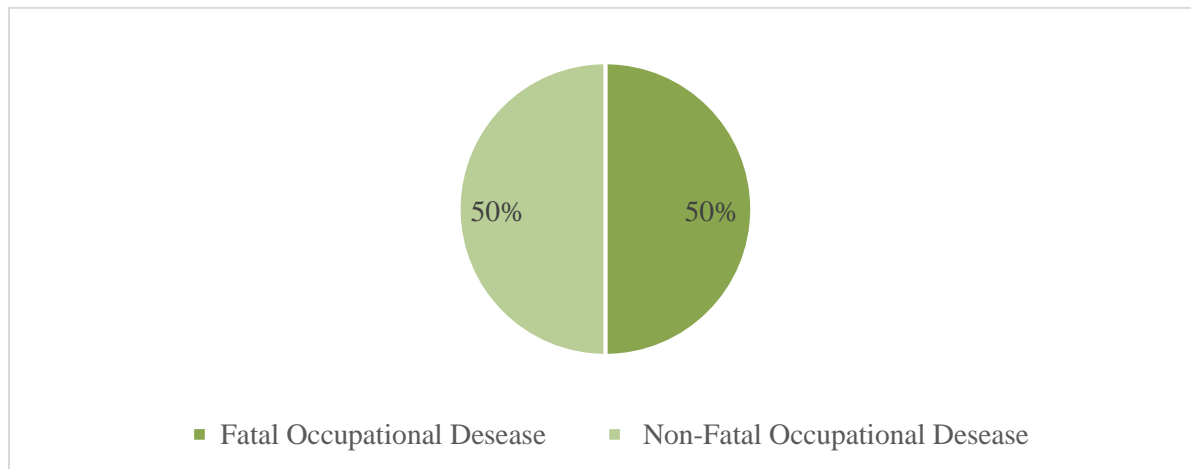
Table 6. 2: Fatal and Nonfatal Injury Rates per 100,000 Employees by Sector; 2022/23

Occupational Injury	Government	Government Parastatal	Private
Fatal Occupational Injuries	124.1	204.3	101.3
Non-Fatal Occupational Injuries	272.0	0	157.3
Total	396.1	204.3	258.6

6.2. Occupational Diseases

Occupational diseases encompass a wide range of human illnesses that arise due to exposure to risk factors associated with work activities. The results from figure 6.2 show that, the proportion of employees who got Fatal and Nonfatal diseases at work place were 50 percent each.

Figure 6. 2: Percentage of Employees with Occupational Disease; 2022/23



The results demonstrate that, the total occupational diseases rate was reported 26.8 per 100,000 employees where female (36.3 per 100,000 employees) had higher rate than male (18.3 per 100,000 employees). The similar pattern shown for Fatal and Non-Fatal Occupational Diseases.

Table 6. 3: Fatal and Nonfatal Disease Rates per 100,000 Employees by Sex; 2022/23

Occupational Disease	Male	Female	Total
Fatal Occupational Disease	9.2	18.1	13.4
Non-Fatal Occupational Disease	9.2	18.1	13.4
Total	18.3	36.3	26.8

The occupational Injury rate for private sector was higher (37.3 per 100,000 employees) compared with the remaining sectors. Government Parastatal reported only employees with Fatal Occupational Injuries (14.6 per 100,000 employees), Table 6.4.

Table 6. 4: Fatal and Nonfatal Disease Rates per 100,000 Employees by Sector; 2022/23

Occupational Injury	Government	Government Parastatal	Private
Fatal Occupational Injuries	7.9	14.6	18.7
Non-Fatal Occupational Injuries	10.6	0	18.7
Total	18.5	14.6	37.3

CHAPTER SEVEN

NEW AND DROPPED OUT EMPLOYEES

7.0. Introduction

This chapter presents the information of new employees and dropped out employees in a financial year of 2022/23. The results from analysis based on new employees by sector, industry, education level, subject of training and citizenship with their starting salaries. Additionally, it includes the number of employees quitted the establishment with reasons.

7.1. New Employees

The findings from Table 7.1 show that, the total number of new employees in 2022/23 was 3,911 employees of whom 1,978 were male and 1,933 were female employees.

Sex differential is observed between the three sectors where both Government parastatals and private sectors employed more male than female employees and the opposite for Government sector.

Table 7. 1: Distribution of New Employees by Sector and Sex; 2022/23

Sector	Number of Employees			Sex distribution		
	Male	Female	Total	Male	Female	Total
Government	685	1,139	1,824	37.6	62.4	100
Government Parastatal	50	30	80	62.5	37.5	100
Private	1,243	764	2,007	61.9	38.1	100
Total	1,978	1,933	3,911	50.6	49.4	100

Table 7.2 shows that, most of new employees were employed in Education (21.8 percent) with majority of female (32.7 percent) than male (11.2 employees), followed by Public administration and defence; compulsory social security (19.4 percent) which account for 27.3 percent of female employees and 11.6 percent of male employees.

Generally, there were more male new employees than female employees across most of the industry.

Table 7. 2: Number of New Employees by Industry and Sex; 2022/23

Industry	Male	Female	Total
A01	3.3	1.4	2.4
B02	0.6	0	0.3
C03	1.9	0.1	1.0
F06	21.7	2.1	12.0
G07	1.8	1.7	1.7
H08	0.7	0.3	0.5
I09	20.4	15.1	17.8
J10	0.8	0.4	0.6
K11	1.7	1.5	1.6
L12	0.1	0	0.03
M13	1.3	1.7	1.5
N14	1.1	0.9	1.0
O15	11.6	27.3	19.4
P16	11.2	32.7	21.8
Q17	21.5	14.5	18.1
R18	0.3	0.3	0.3
Total Number	1,978	1,933	3,911

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

The result reveals that, most of new employees were citizen of East Africa countries whereby Tanzania was leading country (99.5 percent) followed by Kenya (0.1 percent). Other citizenship contributes 0.4 percent of total new employees employed in a year 2022/23, Table 7.3.

Table 7. 3: Percentage Distribution of New Employees by Citizenship and Sex; 2022/23

Citizenship	Male	Female	Total
Tanzania	99.3	99.8	99.5
Kenya	0.1	0.1	0.1
Others	0.6	0.16	0.4
Total Number	1,978	1,933	3,911

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

Table 7.4 depicts that, majority of new employees started work with salary between TZS 300,000 and 399,999 (37.4 percent). Minority of new employees started work with salary between TZS 600,000 and 699,999 (1.4 percent). Two in every ten of new employees (24.5 percent) were able to start work with a salary of TZS 700,000 and above.

Table 7. 4: Distribution of New Employees by Starting Salary and Sex; 2022/23

Starting Salary	Number			Percent		
	Male	Female	Total	Male	Female	Total
Under 140,000	74	95	169	3.7	4.9	4.3
140,000 - 199,999	32	83	115	1.6	4.3	2.9
200,000 - 299,999	60	62	122	3.0	3.2	3.1
300,000 - 399,999	868	594	1,462	43.9	30.7	37.4
400,000 - 499,999	148	329	477	7.5	17.0	12.2
500,000 - 599,999	177	375	552	8.9	19.4	14.1
600,000 - 699,999	31	24	55	1.6	1.2	1.4
700,000 +	588	371	959	29.7	19.2	24.5
Total	1,978	1,933	3,911	100	100	100

Figure 7.1 shows that, the highest proportion of new employees had permanent contract which account for 53.7 percent, followed by fixed term contract with 25.6 percent. Furthermore, proportion of male in all type of contracts were higher than female except in permanent contract where female was higher than male (Annex Table 7. 2.7).

Figure 7. 1: Proposition of New Employees by Type of Contract; 2022/23

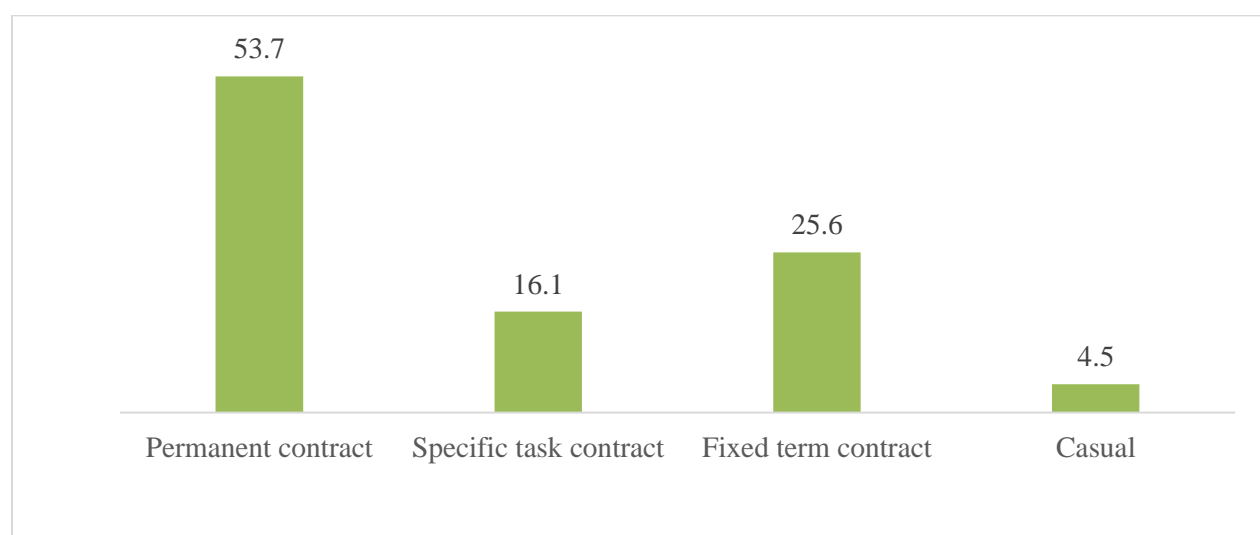


Table 7.5 show that, a total of 4,386 employees quitted the job with different reasons whereby males were more likely in quitting the job than females. Two of every ten of employees had transfer from one establishment to another (20.5 percent) or resigned the job (20.2 percent). About three percent of employees were out of establishment because of death.

There was discrepancy between the two sexes for all reasons. The main reason for male quitting the establishment was resigning (20.6 percent) and female main reason was transfer (26.9 percent).

**Table 7. 5: Number of Employees by Reasons for Leaving the Establishment and Sex;
2022/23**

Reasons	Male	Female	Total
Retired Employees	18.7	20.2	19.2
Terminated	16.3	7.7	13.2
Resigned	20.6	19.4	20.2
Death	2.7	3.4	2.9
Transfer	17.0	26.9	20.5
End of Contract	20.3	17.3	19.2
Other reasons	4.6	5.1	4.8
Total number	2,812	1,574	4,386

CHAPTER EIGHT

VACANCIES

8.0. Introduction

This chapter describes the current and future job vacancies available. The information is described by industries, sectors, type of occupation available and education level required. Most of the distribution of results based on sex preference of current vacancy available.

8.1. Current Job Vacancy

The total number of current vacancies available for 2022/23 was 4,353 of which 89.4 percent were from Government sectors and about 11 percent from private sector Figure 8.1.

Figure 8. 1: Percentage Distribution of Current Job Vacancies by Sector; 2022/23

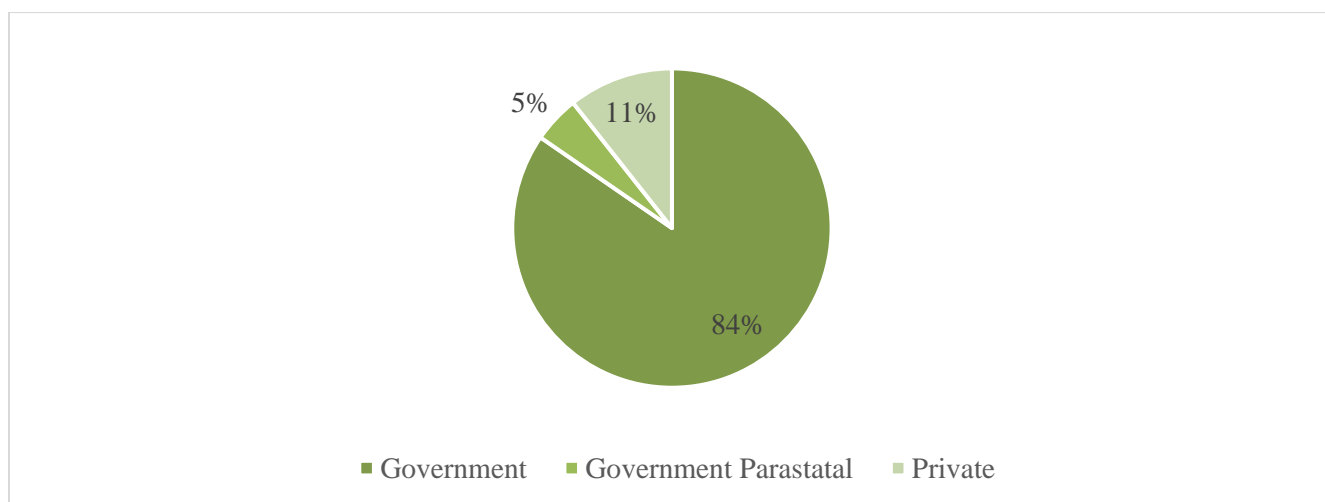


Table 8.1 shows that, 66.3 percent of current job vacancies prefer employees with any sex while 22.0 percent prefer male employees and almost 12 percents prefer female employees.

Sex preference depends much on kind of the activity. Current job vacancies in activities occur in industries such as Accommodation and food service activities, Financial and insurance activities, Professional, scientific and technical activities, and Human health and social work activities prefer more females account for 37.2 percent, 14.3 percent, 7.7 and 4.2 percent than male employees with 21.1 percent, 9.5 percent, 4.6 percent and 0.8 percent consecutively. However, the proportion of any sex preference was more preferred in all those industries.

Table 8. 1: Distribution of Current Job Vacancies by Industry and Sex Preference; 2022/23

Industry	Male	Female	Any	Total Vacancies
A01	67.9	5.4	26.8	56
B02	91.7	0	8.3	12
C03	30.8	7.7	61.5	13
E05	48.0	3.1	48.9	223
F06	9.1	0	90.9	22
G07	5.9	0	94.1	34
H08	14.3	7.1	78.6	14
I09	21.1	37.2	41.7	180
J10	20.0	0	80.0	20
K11	9.5	14.3	76.2	21
L12	50.0	0	50.0	4
M13	4.6	7.7	87.7	65
N14	2.8	2.8	94.4	36
O15	9.4	3.1	87.5	1,705
P16	34.0	21.3	44.8	1,667
Q17	0.8	4.2	95.0	240
R18	37.1	5.7	57.1	35
S19	0	0	100	6
Total	22.0	11.7	66.3	4,353

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Among all occupation job vacancies available in 2022/23, 38.6 percent of them were for Technicians and Associate Professionals followed by Professionals which account for 27.9 percent. The least proportion of new vacancy were from Craft and Related Workers with less than one percent (0.4 percent).

Male preference was higher in Technicians and Associate Professionals and Elementary Occupations vacancies with a proportion of 36.1 percent and 30.9 percent consecutively compared with other type of occupation available.

Service Workers and Shop Sales Workers had higher proportion (47.0 percent) of current job vacancies available for female compared with other type of occupations.

Technicians and Associate Professionals (43.1 percent) and Professionals (35.7 percent) have higher proportion of current job vacancies preferring any type of sex, Table 8.2.

Table 8. 2: Percentage Distribution of Current Vacancies by Type of Occupation Available and Sex Preference, 2022/23

Type of Occupation	Male	Female	Any	Total
O01	3.7	0.8	2.8	2.8
O02	9.0	18.9	35.7	27.9
O03	36.1	17.7	43.1	38.6
O04	12.5	13.2	4.1	7.0
O05	2.4	47.0	2.8	7.9
O06	0.5	0	1.4	1.0
O07	0.9	0.2	0.3	0.4
O08	4.0	0	0.7	1.3
O09	30.9	2.2	9.2	13.1
Total Vacancies	957	508	2,888	4,353

Note Code: See Appendix 2 for description of the Occupation codes.

The findings from Figure 8.2 demonstrate that, the demand for current job vacancies were higher in Ordinary diploma education level (33. 1 percent) followed by First degree or Advance level (29.6 percent). Very few (1.9 percent) vacancies prefer to employ people with no education.

The results also show that, about four percent of total job vacancies prefer to employ person with PHD and master degree.

Figure 8. 2: Percentage Distribution of Current Job Vacancies by Type of Education Required, 2022/23

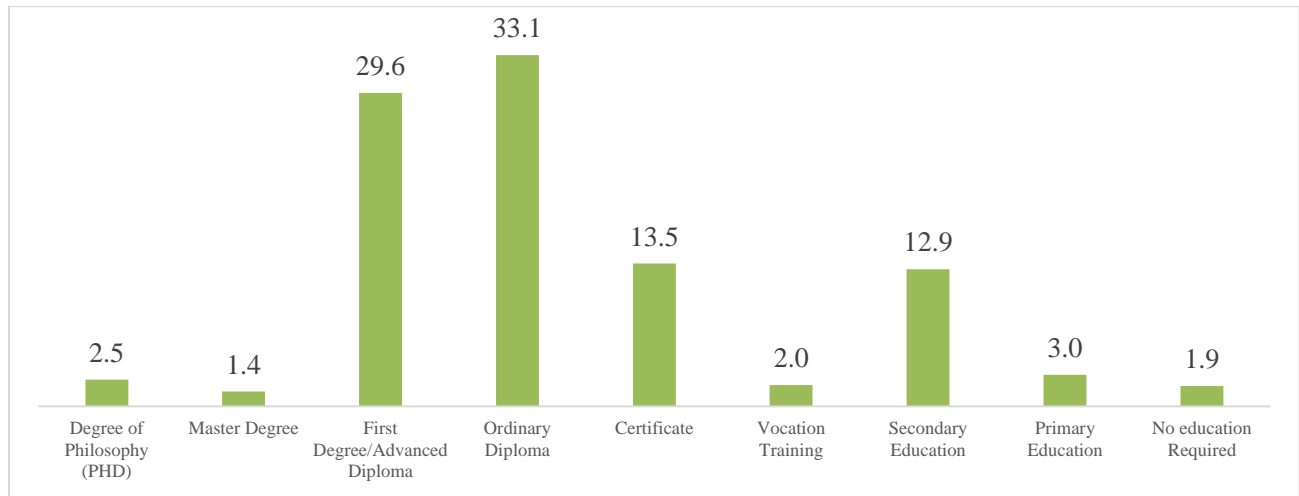


Table 8.3 depicts that, type of occupation required in job vacancies have direct relation with education level required. Majority of current professional's job require higher education level (77.3 percent). Current job in Service Workers and Shop Sales Workers required more person with primary education (97.7 percent) and without education (47.6 percent).

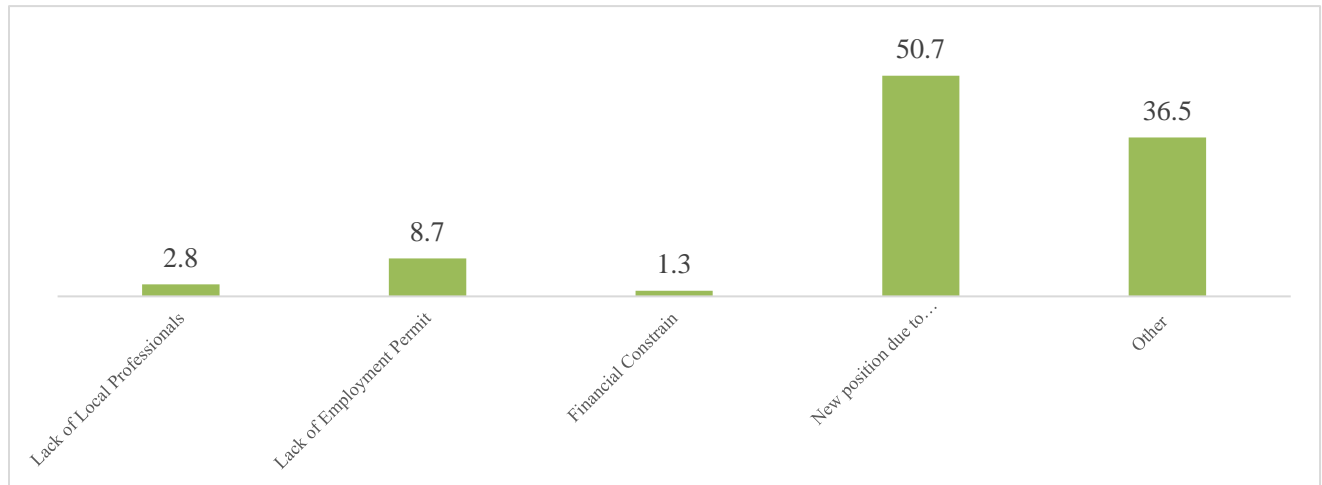
Table 8. 3: Percentage Distribution of Current Job Vacancies by Type of Occupation and Education Required, 2022/23

Type of Occupation Required	No Education	Primary Education	Secondary Education	Certificate /Diploma	Higher Education	Total
O01	0	0	2.7	0.4	6.7	2.8
O02	0	0	1.1	3.8	77.3	27.9
O03	0	0	1.2	74.5	6.5	38.6
O04	2.4	0	2.5	8.5	7.3	7
O05	47.6	97.7	14	4.2	0.7	7.9
O06	4.8	0	0.2	1.4	0.6	1
O07	6	0	0	0	0	0
O08	9.5	1.5	3.6	1.2	0	1.3
O09	29.8	0.8	74.8	5.7	0	13.1
Total Vacancies	84	130	563	2,118	1,458	4,353

Note Code: See Appendix 2 for description of the Occupation codes.

Figure 8.3 reveals that, half of all current job vacancies were due to new position due to migration/retirement/death/resign or term (50.7 percent). Only one percent (1.3 percent) of job current vacancies were available due to financial Constrain.

Figure 8. 3: Percentage Distribution of Current Vacancies by Reasons, 2022/23



8.2. Future Job Vacancies

The number of future vacancies for three years has less differences between 2023/24, 2024/25 and 2025/26. The demand for Technicians and Associate Professionals is higher for both three years (41.5 percent, 40.0 percent and 38.9 percent respectively) though decreasing in each year.

Generally, the proportion of future job vacancies in each year is almost the same with small variance between them.

Table 8. 4: Percentage Distribution of Future Vacancies by Type of Occupation Available and Year

Occupation	2023/24	2024/25	2025/26
O01	1.2	1.2	0.8
O02	36.3	37.5	37.5
O03	41.5	40	38.8
O04	5.8	5.6	5.7
O05	6.5	7.5	9
O06	0.3	0.6	0.3
O07	2.4	3	3.3
O08	0.5	0.4	0.2
O09	5.5	4.2	4.2
Total Vacancies	11,171	11,135	11,333

Note Code: See Appendix 2 for description of the Occupation codes.

CHAPTER NINE

MUNICIPAL WASTE MANAGEMENT EMPLOYEES

9.0. Introduction

Waste management information is very crucial for protection public health, safety and environmental quality. Data from this chapter was collected from Zanzibar municipalities to get the number of waste management employees. The information based on solid and sewage waste management employees.

9.1. Solid Waste Management Employees

A total number of municipal employees in solid waste management was 621 employees, most of them were male with 366 employees than female employees (255 employees). Mjini Magharibi had higher number of employees in solid waste management (48.6 percent) followed by Kaskazini Pemba (25.3 percent).

Mjini Magharibi had higher proportion of employees for both sex work in solid waste management, followed by Kaskazini Pemba for male employees (25.4 percent) and Kusini Pemba for female employees (27.1 percent), Table 9.1.

Table 9. 1: Percentage Distribution of Solid Waste Management Employees by Region and Sex, 2022/23

Region	Male	Female	Total
Kaskazini Unguja	3.8	2.7	3.4
Kusini Unguja	5.2	0.8	3.4
Mjini Magharibi	51.6	44.3	48.6
Kaskazini Pemba	25.4	25.1	25.3
Kusini Pemba	13.9	27.1	19.3
Total Number	366	255	621

Table 9.2 shows that, out of total extra employees required for solid waste management (342 employees), number of male employees required were higher (190 employees) than female (152 employees).

Results also show that the proportion of extra required employees was higher at Mjini Magharibi for both male with 37.9 percent and female with 50 percent compared with other regions. Generally, most of regions require male extra employees for solid management compared with female except Kusini Pemba and Mjini Magharibi require more female.

Table 9. 2: Percentage Distribution of Extra Employees Required for Solid Waste Management Service, 2022/23

Region	Male	Female	Total
Kaskazini Unguja	6.3	2.6	4.7
Kusini Unguja	3.7	0	2.0
Mjini Magharibi	37.9	50.0	43.3
Kaskazini Pemba	18.9	6.6	13.5
Kusini Pemba	33.2	40.8	36.5
Total Number	190	152	342

9.2. Sewage Waste Management Employees

The total number of employees in sewage waste management was 100 employees, most of them were male (80 employees) than female employees (20 employees). Kaskazini Pemba had higher number of employees in sewage waste management (38 percent) followed by Mjini Magharibi (28 percent).

Furthermore, Kaskazini Pemba had higher proportion of sewage waste management employees for both sex (50 percent female and 35 percent male), followed by Mjini Magharibi with 27.5 percent for male employees and 30 percent for female employees, Table 9.3.

Table 9. 3: Percentage Distribution of Sewage Waste Management Employees by Region and Sex, 2022/23

Region	Male	Female	Total
Kaskazini Unguja	15.0	20.0	16.0
Kusini Unguja	7.5	0	6.0
Mjini Magharibi	27.5	30.0	28.0
Kaskazini Pemba	35.0	50.0	38.0
Kusini Pemba	15.0	0	12.0
Total Number	80	20	100

The total number of extra employees required for sewage waste management was 157 employees. The demand for Mjini Magharibi was higher with 47.8 percent and for Kaskazini Unguja was low with 6.4 percent.

Most of the extra employees required for sewage waste across region was higher for female than male except in Mjini Magharibi region.

Table 9. 4: Percentage Distribution of extra Employees required for Sewage Waste Management Service by Region and Sex, 2022/23

Region	Male	Female	Total
Kaskazini Unguja	4.8	12.9	6.4
Kusini Unguja	0	0	0
Mjini Magharibi	50.0	38.7	47.8
Kaskazini Pemba	13.5	16.1	14.0
Kusini Pemba	31.7	32.3	31.8
Total Number	126	31	157

APPENDIXES

Appendix 1: Tables

Table 2. 1. 2: Number of Total Employment by Sector and Sex; 2022/23

Sector	Male	Female	Total
Government	15,561	22,306	37,867
Government Parastatal	4,521	2,332	6,853
Private	23,512	13,993	37,505
Total	43,594	38,631	82,225

Table 2. 2. 2: Percentage Distribution of Permanent Employees by Cadre; Sector and Sex; 2022/23

Cadre	Government			Government Parastatal			Private		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
O01	1.9	4.8	3.6	6.4	4.9	5.9	18.6	10.2	15.3
O02 - O03	74.3	81.5	78.6	56.4	57.2	56.7	32.6	48.0	38.7
O04	9.0	6.0	7.2	10.0	12.2	10.8	4.4	7.9	5.8
O05	8.4	4.6	6.2	17.4	21.1	18.7	23.6	23.5	23.6
O07	2.0	0.7	1.2	7.1	1.5	5.1	5.0	2.9	4.1
O09	4.4	2.4	3.2	2.7	3.1	2.8	15.9	7.4	12.6
Total Number	14,896	21,942	36,838	3,886	2,126	6,012	3,296	2,138	5,434

Note Code: See Appendix 2 for description of the Carde codes.

Table 2. 3. 2: Distribution of Temporary Employees by Cadre and Sector; 2022/23

Cadre	Government			Government Parastatal			Private		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
O01	14.1	16.2	14.9	4.6	1.0	3.7	6.0	3.7	5.1
O02 - O03	23.0	28.6	25.0	18.7	38.8	23.7	28.2	42.0	33.7
O04	22.7	29.9	25.3	8.8	2.4	7.3	3.7	4.9	4.2
O05	11.9	7.4	10.3	22.7	49.0	29.1	35.5	36.3	35.8
O07	0.2	0	0.1	43.6	2.9	33.7	3.6	0.7	2.4
O09	28.1	17.9	24.5	1.6	5.8	2.6	23.1	12.4	18.8
Total Number	665	364	1,029	635	206	841	15,660	10,403	26,063

Note Code: See Appendix 2 for description of the Carde codes.

Table 2. 4.2: Percentage Distribution of Total Employment by Industry, Sector and Sex; 2022/23

Industry	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	5.1	2.8	3.7	0.2	0.3	0.3	2.1	3.6	0.4	3.0	2.9	1.9
B02	-	-	-	-	-	-	0.8	1.3	0.3	0.4	0.5	0.2
C03	0.1	0	0.05	1.5	2.7	1.9	9.9	16.6	0.9	5.5	6.2	0.6
D04	-	-	-	14.3	6.3	11.6	0.1	-	-	1.5	0.4	1.0
E05	4.2	3.3	3.7	15.3	4.2	11.5	14.8	0.1	0.1	11.1	2.2	2.7
F06	4.3	0.8	2.2	0.9	1.1	0.9	3.0	24.8	0.7	3.3	9.5	1.4
G07	1.3	0.2	0.7	2.7	1.8	2.4	2.1	5.1	0.8	1.9	2.1	0.9
H08	-	-	-	20.1	25.2	21.8	2.1	3.6	0.5	3.2	2.8	2.0
I09	-	-	-	-	-	-	43.0	40.6	42.1	23.2	14.7	19.2
J10	0.9	0.7	0.8	1.5	2.6	1.8	1.4	0.9	1.2	1.2	0.9	1.1
K11	-	-	-	9.7	12.4	10.6	0.9	1.6	1.2	1.5	1.3	1.4
L12	-	-	-	0.4	0.2	0.3	0.04	0.03	0.03	0.06	0.02	0.04
M13	1.9	1.2	1.5	2.0	2.7	2.2	0.6	1.0	0.7	1.2	1.2	1.2
N14	-	-	-	-	-	-	3.5	2.1	3.0	1.9	0.7	1.4
O15	43.8	31.7	36.7	21.1	28.7	23.7	-	-	-	17.8	20.0	18.9
P16	24.4	44.1	36.0	10.4	11.9	10.9	12.0	34.7	20.5	16.3	38.7	26.8
Q17	12.6	14.3	13.6	-	-	-	5.2	8.8	6.5	7.3	11.4	9.2
R18	1.5	1.0	1.2	-	-	-	0.4	0.3	0.4	0.8	0.7	0.7
S19	0	0	0	-	-	-	0.1	0.2	0.2	0.1	0.1	0.1
Total Number	15,561	22,306	37,867	4,521	2,332	6,853	23,512	13,993	37,505	43,594	38,631	82,225

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 2. 5.2: Percentage Distribution of Total Employment by Industry, Types of Contract and Sex; 2022/23

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	38.7	30.3	69.0	1.4	0.2	1.7	22.7	6.6	29.3	62.9	37.1	100
B02	3.8	3.2	7.0	23.0	16.3	39.3	33.2	20.4	53.7	60.1	39.9	100
C03	9.0	3.0	12.0	21.2	5.0	26.2	55.0	6.8	61.8	85.2	14.8	100
D04	81.6	18.4	100.0	0.0	0.0	0.0	0.0	0.0	0.0	81.6	18.4	100
E05	40.1	29.2	69.3	20.5	8.4	28.9	0.7	1.1	1.8	61.3	38.7	100
F06	17.5	4.7	22.2	44.7	3.5	48.2	28.3	1.3	29.6	90.5	9.5	100
G07	35.6	9.9	45.5	26.7	13.6	40.4	10.5	3.5	14.1	72.9	27.1	100
H08	44.9	29.3	74.3	18.0	6.0	24.0	1.4	0.3	1.7	64.4	35.6	100
I09	7.4	3.8	11.2	54.1	30.1	84.2	2.4	2.2	4.6	64.0	36.0	100
J10	35.1	29.1	64.1	24.1	6.8	30.9	2.5	2.4	4.9	61.7	38.3	100
K11	45.1	29.4	74.5	10.8	13.6	24.5	0.5	0.5	1.0	56.4	43.6	100
L12	57.1	22.9	80.0	14.3	2.9	17.1	2.9	0.0	2.9	74.3	25.7	100
M13	40.6	35.0	75.6	10.9	12.2	23.1	1.0	0.2	1.2	52.6	47.4	100
N14	28.1	8.6	36.6	41.9	14.8	56.6	4.1	2.7	6.8	74.0	26.0	100
O15	46.7	48.6	95.3	3.4	1.3	4.7	0.0	0.0	0.0	50.1	49.9	100
P16	21.7	49.3	71.1	9.8	17.5	27.3	0.6	1.0	1.6	32.1	67.9	100
Q17	28.4	44.2	72.6	9.6	10.0	19.7	3.9	3.8	7.7	41.9	58.1	100
R18	39.3	41.1	80.4	11.8	3.8	15.6	3.3	0.7	4.0	54.4	45.6	100
S19	29.4	41.2	70.6	19.1	7.4	26.5	1.5	1.5	2.9	50.0	50.0	100
Total	26.9	31.9	58.7	20.6	13.3	34.0	5.5	1.8	7.3	53.0	47.0	100
Total Number	22,078	26,206	48,284	16,960	10,973	27,933	4,556	1,452	6,008	43,594	38,631	82225

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 2. 6.2: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2022/23 - Government

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	56.1	43.8	99.9	0.1	0	0.1	56.2	43.8	100
C03	66.7	33.3	100.0	0	0	0	66.7	33.3	100
E05	34.0	40.4	74.4	13.2	12.4	25.6	47.2	52.8	100
F06	79.6	20.1	99.8	0.2	0	0.2	79.9	20.1	100
G07	80.2	19.8	100	0	0	0	80.2	19.8	100
J10	44.9	51.2	96.1	3.5	0.4	3.9	48.4	51.6	100
M13	51.5	47.7	99.3	0.7	0	0.7	52.3	47.7	100
O15	46.1	49.8	95.9	3.0	1.1	4.1	49.1	50.9	100
P16	27.5	71.9	99.4	0.3	0.3	0.6	27.9	72.1	100
Q17	38.2	61.8	99.9	0	0	0.1	38.2	61.8	100
R18	49.4	50.6	100	0	0	0	49.4	50.6	100
S19	20.0	80.0	100	0	0	0	20.0	80.0	100
Total	39.3	57.9	97.3	1.8	1.0	2.7	41.1	58.9	100
Total Number	14,896	21,942	36,838	665	364	1,029	15,561	22,306	37,867

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

**Table 2. 7.2: Percentage Distribution of Employment by Industry, Types of Contract and Sex;
2022/23 – Government Parastatal**

Industry	Permanent			Temporary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	57.9	42.1	100	0	0	0	57.9	42.1	100
C03	51.9	48.1	100	0	0	0	51.9	48.1	100
D04	81.6	18.4	100	0	0	0	81.6	18.4	100
E05	53.2	10.9	64.1	34.3	1.5	35.9	87.6	12.4	100
F06	61.5	38.5	100	0	0	0	61.5	38.5	100
G07	74.8	25.2	100	0	0	0	74.8	25.2	100
H08	48.0	32.7	80.7	12.7	6.6	19.3	60.7	39.3	100
J10	50.8	45.2	96.0	1.6	2.4	4.0	52.4	47.6	100
K11	55.4	36.3	91.7	4.8	3.4	8.3	60.2	39.8	100
L12	77.3	22.7	100	0	0	0	77.3	22.7	100
M13	54.5	37.7	92.2	4.5	3.2	7.8	59.1	40.9	100
O15	51.8	37.9	89.8	6.9	3.3	10.2	58.8	41.2	100
P16	60.5	36.0	96.5	2.4	1.1	3.5	62.9	37.1	100
Total	56.7	31.0	87.7	9.3	3.0	12.3	66.0	34.0	100
Total Number	3,886	2,126	6,012	635	206	841	4,521	2,332	6,853

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 2. 8.2: Percentage Distribution of Employment by Industry, Types of Contract and Sex; 2022/23 – Private

Industry	Permanent			Temporary			Casual			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
A01	0.5	0.5	0.9	4.5	0.8	5.2	72.8	21.1	93.8	77.7	22.3	100
B02	3.8	3.2	7.0	23.0	16.3	39.3	33.2	20.4	53.7	60.1	39.9	100
C03	6.5	0.6	7.2	22.3	5.3	27.6	58.1	7.2	65.2	86.9	13.1	100
E05	0	0	0	2.3	4.7	7.0	37.2	55.8	93.0	39.5	60.5	100
F06	2.8	0.6	3.4	55.5	4.4	59.8	35.2	1.6	36.7	93.4	6.6	100
G07	18.3	5.0	23.3	37.6	19.2	56.9	14.8	5.0	19.8	70.8	29.2	100
H08	38.4	22.0	60.4	29.6	4.6	34.2	4.5	0.9	5.4	72.5	27.5	100
I09	7.4	3.8	11.2	54.1	30.1	84.2	2.4	2.2	4.6	64.0	36.0	100
J10	24.6	10.9	35.5	43.1	12.0	55.1	4.8	4.6	9.4	72.5	27.5	100
K11	27.9	18.0	45.9	20.8	30.6	51.4	1.4	1.4	2.7	50.0	50.0	100
L12	23.1	23.1	46.2	38.5	7.7	46.2	7.7	-	7.7	69.2	30.8	100
M13	9.5	6.5	16.0	36.1	43.3	79.5	3.8	0.8	4.6	49.4	50.6	100
N14	28.1	8.6	36.6	41.9	14.8	56.6	4.1	2.7	6.8	74.0	26.0	100
O15	7.7	10.7	18.5	27.3	49.7	77.0	1.7	2.8	4.6	36.7	63.3	100
P16	7.7	7.4	15.1	29.9	31.0	60.9	12.1	11.9	24.0	49.8	50.2	100
Q17	5.8	9.4	15.1	51.1	16.5	67.6	14.4	2.9	17.3	71.2	28.8	100
R18	30.2	38.1	68.3	20.6	7.9	28.6	1.6	1.6	3.2	52.4	47.6	100
Total	8.8	5.7	14.5	41.8	27.7	69.5	12.1	3.9	16.0	62.7	37.3	100
Total Number	3,296	2,138	5,434	15,660	10,403	26,063	4,556	1,452	6,008	23,512	13,993	37,505

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 3. 1.3: Number of Permanent Citizen Employees by Wage Group and Sex; 2022/23

Wage Group (TZS)	Male	Female	Total
Under 140,000	106	257	363
140,000 -199,999	137	154	291
200,000 - 299,999	256	278	534
300,000 - 399,999	3,266	3,229	6,495
400,000 - 499,999	2,336	3,038	5,374
500,000 - 599,999	3,469	2,853	6,322
600,000 - 699,999	2,343	2,958	5,301
700,000 +	10,080	13,403	23,483
Total	21,993	26,170	48,163

Table 3. 2.3: Number of Permanent Citizen Employees by Wage Group, Sector and Sex; 2022/23

Wage Group (TZS)	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 140,000	-	-	-	-	-	-	106	257	363	106	257	363
140,000 - 199,999	-	-	-	-	-	-	137	154	291	137	154	291
200,000 - 299,999	-	-	-	-	-	-	256	278	534	256	278	534
300,000 - 399,999	2,004	2,543	4,547	92	11	103	1,170	675	1,845	3,266	3,229	6,495
400,000 - 499,999	1,644	2,723	4,367	218	44	262	474	271	745	2,336	3,038	5,374
500,000 - 599,999	2,290	2,465	4,755	949	245	1,194	230	143	373	3,469	2,853	6,322
600,000 - 699,999	1,793	2,703	4,496	290	177	467	260	78	338	2,343	2,958	5,301
700,000 +	7,164	11,507	18,671	2,337	1,649	3,986	579	247	826	10,080	13,403	23,483
Total	14,895	21,941	36,836	3,886	2,126	6,012	3,212	2,103	5,315	21,993	26,170	48,163

**Table 3. 3.3: Number of Permanent Citizen Employees by Industry and Wage Group;
2022/23**

Industry	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
A01	5	0	0	125	242	355	353	358	1,438
B02	0	10	0	0	1	0	2	9	22
C03	6	10	37	79	31	13	25	137	338
D04	0	0	0	0	21	727	15	29	792
E05	0	0	0	605	269	203	124	343	1,544
F06	0	4	6	64	50	491	133	275	1,023
G07	1	0	18	190	71	38	113	208	639
H08	3	0	0	121	119	324	157	885	1,609
I09	11	18	73	836	298	140	173	152	1,701
J10	9	0	5	46	71	51	45	331	558
K11	0	0	7	20	4	5	9	823	868
L12	0	0	6	1	0	0	0	21	28
M13	0	2	4	41	38	48	57	545	735
N14	31	103	31	119	67	14	4	37	406
O15	0	0	0	1,946	1,724	2,016	2,044	7,040	14,770
P16	280	138	291	1,113	1,285	1,184	1,363	9,996	15,650
Q17	17	6	39	1,096	1,003	586	618	2,146	5,511
R18	0	0	17	92	72	105	61	136	483
S19	0	0	0	1	8	22	5	12	48
Total	363	291	534	6,495	5,374	6,322	5,301	23,483	48,163

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 3. 4.3: Number of Temporary Citizen Employees by Wage Group and Sex; 2022/23

Wage Group (TZS)	Male	Female	Total
Under 140,000	730	1,311	2,041
140,000 -199,999	317	824	1,141
200,000 - 299,999	991	1,196	2,187
300,000 - 399,999	8,531	4,623	13,154
400,000 - 499,999	2,240	1,129	3,369
500,000 - 599,999	1,768	753	2,521
600,000 - 699,999	673	392	1,065
700,000 +	1,236	570	1,806
Total	16,486	10,798	27,284

Table 3. 5.3: Number of Temporary Citizen Employees by Wage Group, Sector and Sex; 2022/23

Wage Group (TZS)	Government			Government Parastatal			Private			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 140,000	16	4	20	271	12	283	443	1,295	1,738	730	1,311	2,041
140,000 -199,999	2	2	4	-	2	2	315	820	1,135	317	824	1,141
200,000 - 299,999	74	26	100	-	-	-	917	1,170	2,087	991	1,196	2,187
300,000 - 399,999	409	225	634	144	99	243	7,978	4,299	12,277	8,531	4,623	13,154
400,000 - 499,999	11	21	32	32	13	45	2,197	1,095	3,292	2,240	1,129	3,369
500,000 - 599,999	52	46	98	108	43	151	1,608	664	2,272	1,768	753	2,521
600,000 - 699,999	6	3	9	4	1	5	663	388	1,051	673	392	1,065
700,000 +	94	37	131	68	29	97	1,074	504	1,578	1,236	570	1,806
Total	664	364	1,028	627	199	826	15,195	10,235	25,430	16,486	10,798	27,284

**Table 3. 6.3: Number of Temporary Citizen Employees by Industry and Wage Group;
2022/23**

Industry	Under 140,000	140,000 - 199,999	200,000 - 299,999	300,000 - 399,999	400,000 - 499,999	500,000 - 599,999	600,000 - 699,999	700,000 +	Total
A01	-	-	5	23	6	-	-	1	35
B02	3	32	26	34	20	5	-	3	123
C03	76	2	37	413	68	40	29	51	716
E05	283	-	99	190	8	60	1	2	643
F06	-	1	6	1,635	131	270	17	35	2,095
G07	17	25	57	342	53	26	9	38	567
H08	3	7	18	297	75	39	6	74	519
I09	102	125	336	7,497	1,957	1,500	568	809	12,894
J10	-	10	82	70	52	23	14	17	268
K11	-	13	20	32	4	26	87	103	285
L12	-	-	-	-	3	-	1	2	6
M13	3	2	9	105	50	22	7	27	225
N14	57	107	81	238	59	10	7	60	619
O15	20	3	-	413	51	137	1	106	731
P16	1,328	720	1,236	1,357	539	232	197	349	5,958
Q17	149	94	162	485	256	119	108	115	1,488
R18	-	-	13	19	31	12	10	9	94
S19	-	-	-	4	6	-	3	5	18
Total	2,041	1,141	2,187	13,154	3,369	2,521	1,065	1,806	27,284

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 5.1.5: Composition of Annual Wage bill by Sector; 2022/23**(TZS Million)**

Sector	Salary	Free Ration	Other Benefit	Wage bill
Government	364,953.1	850.8	38,801.9	40,4605.8
Government Parastatal	94,669.3	824.0	17,258.9	112,752.2
Private	244,904.1	2776.1	23,937.6	271,617.8
Total	704,526.5	4450.911	79,998.32	788,975.8

Table 5.2.5: Composition of Annual Wage Bill by Industry and Types of Contract; 2022/23**(TZS Million)**

Industry	Salary			Free Ration	Other Benefit	Wage bill
	Permanent	Temporary	Casual			
A01	12,602.9	170.3	1,383.6	18.2	1,600.2	15,775.2
B02	152.3	1,000.0	531.4	1.9	13.4	1,698.9
C03	2,691.8	4,158.0	4,905.1	92.2	1,170.7	13,017.8
D04	5,124.0	-	-	45.1	257.9	5,426.9
E05	17,735.7	1,445.8	33.8	63.5	1,499.4	20,778.1
F06	9,882.2	17,186.3	5,968.8	231.0	5,620.9	38,889.1
G07	6,824.4	6,928.9	614.5	43.4	980.1	15,391.3
H08	13,981.1	3,259.0	99.5	310.5	2,929.0	20,579.2
I09	9,633.1	114,990.6	2,198.9	1,457.6	8,377.4	136,657.4
J10	7,331.9	1,077.1	52.8	119.4	1,150.3	9,731.5
K11	14,995.3	3,145.3	30.8	387.2	5,532.6	24,091.2
L12	240.2	73.2	2.4	2.2	68.5	386.5
M13	10,688.5	2,898.9	90.9	204.3	2,413.2	16,295.8
N14	1,692.2	3,404.6	255.0	95.1	1,029.0	6,475.8
O15	164,481.1	5,516.8	-	937.1	27,622.8	198,557.8
P16	147,705.8	25,381.0	797.1	294.3	17,261.1	191,439.3
Q17	51,843.6	10,994.9	1,816.8	132.0	1,589.3	66,376.6
R18	3,877.4	1,977.9	59.9	16.1	832.4	6,763.7
S19	337.9	244.4	11.1	-	50.2	643.5
Total	481,821.4	203,852.8	18,852.3	4,450.9	79,998.3	788,975.8

Note Code: For a detailed explanation of the industry codes, see Appendix 2.

Table 7. 1.7: Distribution of New Employees by Sector and Sex; 2020/21 and 2022/23

Sector	2021/22			2022/23		
	Male	Female	Total	Male	Female	Total
Government	10.3	7.5	9.0	34.6	58.9	46.6
Government Parastatal	2.9	1.0	2.1	2.6	1.6	2.1
Private	86.8	91.5	88.9	62.8	39.5	51.3
Total number	991	789	1,780	1,978	1,933	3,911

Table 7. 2.7: Number of New Employees by Type of Contract and Sex; 2022/23

Type of Contract	Male	Female	Total
Permanent	42.2	65.6	53.7
Specific task	24.1	8.0	16.1
Fixed term	26.5	24.7	25.6
Casual	7.3	1.7	4.5
Total number	1,978	1,933	3,911

Appendix 2: Note Code

Industry Note Code

A01- Agriculture, forestry and fishing

B02- Mining and Quarrying

C03- Manufacturing

D04- Electricity, gas, steam and air conditioning supply

E05 - Water supply; sewerage, waste management and remediation activities

F06 - Construction

G07 - Wholesale and retail trade; repair of motor vehicles and motorcycles

H08 -Transportation and storage

I09 - Accommodation and food services activities

J10 - Information and communication

K11 - Financial and insurance activities

L12 - Real estate activities

M13 - Professional, Scientific and technical activities

N14 - Administrative and support service activities

O15 - Public administration and defense; compulsory social security

P16 - Education

Q17 - Human health and social work activity

R18 - Art, entertainment and recreation

S19 - Other service activities

Cadre/Occupation Note Code

O01 - Legislators, Administrators and Managers

O02 - Professionals

O03 - Technicians and Associate Professionals

O04 - Clerks

O05 - Service Workers and Shop Sales Workers

O06 - Skilled Agricultural and Fishery Workers

O07 - Craft and Related Workers

O08 - Plant and Machine Operators and Assemblers

O09 - Elementary Occupations

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. TASCO 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 programmes 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.

Appendix 4: Persons Involved in 2022/23 FSEES

Project Management Coordinator

Salum Kassim Ali

Fahima Mohammed Issa

Abdalla Khamis Abdalla

Said Mohammed Said

Project Coordinator

Sabina Raphael Daima

Desk Officer

Amina Mawazo Denge

Quality Control

Arafa Talib Yassin

Mhina Khamis Suleiman

Rayyan Maalim Kassim

Moza Ramadhan Omar

Data Processing

Hashim M. Uzia

Authors

Salum Kassim Ali

Fahima Mohammed Issa

Sabina Raphael Daima

Amina Mawazo Denge

Arafa Talib Yassin

Mhina Khamis Suleiman

Rayyan Maalim Kassim

Ibrahim Makame Nyange

Regional Supervisors

Ahmada H. Suleiman

Sabiha Khamis Juma

Ibrahim Makame Nyange

Suleiman H. Suleiman

Juma M. Juma

Enumerators

Abdul Malik Makame Juma

Khaidar Farid Ali

Abas Abdalla Abas

Lutfia Said Nassor

Abdulkadir Said Gharib

Mwalim Kombo Mwalim

Anwar Ali Haji

Omar Jabu Khamis

Ashraf Haji Moh'd

Said Ali Haji

Haji Ali Haji

Suleimain Jabir Mohammed

Issa Athuman Mbwana

Yunus Uhuru Ahmed

Fahadi Hemed Ali


Mohammed Said Msiyu

Mgeni Salum Omar

Sleyum Maulid Abdi

Appendix 5: Questionnaire

CONFIDENTIAL




United Republic of Tanzania
2022/23 EMPLOYMENT AND EARNINGS SURVEY


This information is collected under the Statistics Act No 9 of 2007

THIS INFORMATION IS STRICTLY CONFIDENTIAL AND IS TO BE USED FOR STATISTICAL PURPOSES ONLY.

SECTION A: IDENTIFICATION OF THE ESTABLISHMENT

	CODES	
1. REGION:.....	<div style="border: 1px solid black; width: 30px; height: 20px; display: inline-block;"></div>	10. ADDRESS OF ESTABLISHMENT
2. DISTRICT.....	<div style="border: 1px solid black; width: 30px; height: 20px; display: inline-block;"></div>	10.1: Post Office Box Number & Location (e.g 465 Njombe).....
3. WARD/SHEHIA.....	<div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block;"></div>	10.2: TELEPHONE/MOBILE PHONE
4. VILLAGE/STREET.....	<div style="border: 1px solid black; width: 30px; height: 20px; display: inline-block;"></div>	10.3: FAX
5. NAME OF ESTABLISHMENT:.....	<div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block;"></div>	10.4: EMAIL.....
6. NAME OF MINISTRY/COMPANY:.....	<div style="border: 1px solid black; width: 30px; height: 20px; display: inline-block;"></div>	
7. NAME OF ENUMERATOR:.....	<div style="border: 1px solid black; width: 30px; height: 20px; display: inline-block;"></div>	
8. PHONE NO OF ENUMERATOR.....	<div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>	
9. STATUS OF ESTABLISHMENT:		
No Changes of the Establishment.....1	<div style="border: 1px solid black; width: 30px; height: 20px; display: inline-block;"></div>	
Establishment Change the Main Activity (Specify new Activity)2	<div style="border: 1px solid black; width: 30px; height: 20px; display: inline-block;"></div>	
Establishment Sold/ Change name (Specify new name and address).....3		
Temporary closed of the Establishment.....4	}	End of the interview
Permanent closed of the Establishment5	}	





SECTION B: INFORMATION OF THE ESTABLISHMENT

1. Total number of Employees by Type of Contract, Age Group and Sex as of 30th June 2023.

Type of contract	Age 15 - 35			Age 36 and above		
	Male	Female	Total	Male	Female	Total
Permanent Contract						
Temporary Contract (Specific task or Fixed term)						
Casual workers						
Total						

2. Total Number of Employees Working in the Government Strategic Projects from July 2022 to June 2023

Male Employees	
Female Employees	
Total Employees	

3. Total Number of Employees With Disability by Type of Employment Contract, Age Group and Sex as of 30th June 2023

Type of Employment Contract	Age 15 - 35			Age 36 and above		
	Male	Female	Total	Male	Female	Total
Permanent Employees						
Temporary Contract (Specific task or Fixed term)						
Casual workers						
Total						

4. How many hours per day your employees usually work

5. Size of establishment by number of employees

- 1 - 4 Employees.....1
 5 - 9 Employees2
 10 - 49 Employees3
 50+ Employees.....4

6. Ownership

- Central Government.....1
 Local Government.....2
 Parastatal Organisations.....3
 Partnership - Government with Private.....4
 Partnership - Private with Private.....5
 Private Citizen (Tanzanian).....6
 Private Non Citizen7
 NGO's.....8
 Co-operative unions.....9
 International Organizations.....10
 Faith based Organisations.....11

7: Economic Activity of the Establishment

7.1: What is the Main economic activity of the establishment (WRITE IN FULL)

ISIC Code

7.2: What is Secondary economic activity of the establishment (WRITE IN FULL)

ISIC Code

SECTION C: EMPLOYMENT AND EARNINGS AS AT 30 JUNE 2023					
C1: EMPLOYEES WITH PERMANENT CONTRACT					
(i) Tanzania Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2023		Gross Earnings as on June, 2023 (TZS)		Basic Salary as on June 2023
Male	01		02		03
Female	04		05		06
Total	07		08		09
(ii) Non Tanzanian's Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2023		Gross Earnings as on June, 2023 (TZS)		Basic Salary as on June 2023
Male	10		11		12
Female	13		14		15
Total	16		17		18
C2: EMPLOYEES WITH TEMPORARY CONTRACT(Specific & Fixed term)					
(i) Tanzanian's Citizen Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2023		Gross Earnings as on June, 2023 (TZS)		Basic Salary as on June 2023
Male	01		02		03
Female	04		05		06
Total	07		08		09
(ii) Non Tanzanian's Citizens Employees					
Sex	Number of Employees with Permanent Contract as on 30th June 2023		Gross Earnings as on June, 2023 (TZS)		Basic Salary as on June 2023
Male	10		11		12
Female	13		14		15
Total	16		17		18

SECTION D: WAGE RATES FOR TANZANIAN CITIZENS						
(i) Employees with Permanent Contract						
Income Groups	Male		Female		Total	
Under 140,000/=	01		02		03	
140,000/= to 199,999/=	04		05		06	
200,000/= to 299,999/=	07		08		09	
300,000/= to 399,999/=	10		11		12	
400,000/= to 499,999/=	13		14		15	
500,000/= to 599,999/=	16		17		18	
600,000/= to 699,999/=	19		20		21	
700,000/= and Over	22		23		24	
TOTAL	25		26		27	
(ii) Employees with Temporary Contract (Specific & Fixed term)						
Income Groups	Male		Female		Total	
Under 140,000/=	28		29		30	
140,000/= to 199,999/=	31		32		33	
200,000/= to 299,999/=	34		35		36	
300,000/= to 399,999/=	37		38		39	
400,000/= to 499,999/=	40		41		42	
500,000/= to 599,999/=	43		44		45	
600,000/= to 699,999/=	46		47		48	
700,000/= and Over	49		50		51	
TOTAL	52		53		54	

SECTION E: EMPLOYEES CATEGORY (CARDE)						
i) Employees with Permanent Contract						
Carde	Tanzanian Citizens			Non-Tanzanian Citizens		
	Male		Female	Male		Female
Legislators, administrators and managers	01	10	19	28		
Professionals	02	11	20	29		
Technicians and Associate Professionals	03	12	21	30		
Clerks	04	13	22	31		
Service workers and shop sales workers	05	14	23	32		
Craft and related workers	06	15	24	33		
Plant and Machine Operators and Assemblers	07	16	25	34		
Elementary occupations	08	17	26	35		
Total	09	18	27	36		
NOTE: Total number of employees should be the same as Section C(i)						
ii) Employees with Temporary Contract (Specific & Fixed term)						
Carde	Tanzanian Citizens			Non-Tanzanian Citizens		
	Male		Female	Male		Female
Legislators, administrators and managers	37	46	55	64		
Professionals	38	47	56	65		
Technicians and Associate Professionals	39	48	57	66		
Clerks	40	49	58	67		
Service workers and shop sales workers	41	50	59	68		
Craft and related workers	42	51	60	69		
Plant and Machine Operators and Assemblers	43	52	61	70		
Elementary occupations	44	53	62	71		
Total	45	54	63	72		

SECTION F: CASUAL WORKERS								
Sex	Number of Casual Workers Employed as on 30th June 2023		Total Person - Days Worked During June, 2023		Total Cash Earnings for the Month of June 2023		Monthly Average Earnings for the Month of June, 2023	
(a)		(b)		(c)		(d)	(e) = (d)/(b)	
Male	01		02		03		04	
Female	05		06		07		08	
Total	09		10		11		12	

SECTION G: OTHER BENEFITS PAID TO EMPLOYEES (July 2022 TO June 2023).						
Type of Benefit	Employees with Permanent Contract		Employees with Temporary Contract (Specific & Fixed term)		Casual Employees	
	Amount Paid (TZS)		Amount Paid (TZS)		Amount Paid (TZS)	
(a) Food and refreshment allowance	01		02		03	
(b) Paid Leave	04		05		06	
(c) Housing allowance	07		08		09	
(d) Transport allowance	10		11		12	
(e) ZSSF, NSSF and PSSSF	13		14		15	
(f) Over time (O.T)	16		17		18	
(g) Outfit allowance / Uniform allowance	19		20		21	
(h) Responsibility allowance	22		23		24	
(i) Risk allowance	25		26		27	
(j) Medical allowance	28		29		30	
(k) Telephone allowance	31		32		33	
(l) Electricity allowance	34		35		36	
(m) Others(specify).....	37		38		39	

SECTION H: OCCUPATIONAL INJURY AND DISEASES										
(i) Occupational Injuries and Diseases (fatal and non-fatal) at Work Place (July 2022 to June 2023)										
Occupational Injury Indicator	Employees with Permanent Contract				Employees with Temporary Contract (Specific & Fixed term)				Casual employee	
	Tanzania Citizen		Non Tanzania Citizen		Tanzania Citizen		Non Tanzania Citizen		Tanzania Citizen	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
(a) Number of fatal occupational injuries										
(b) Number of non-fatal occupational injuries										
(c) Number of fatal occupational diseases										
(d) Number of non-fatal occupational diseases										
(e) Number of occupational injuries/diseases who received compensation										

SECTION I: NUMBER OF NEWLY RECRUITED EMPLOYEES FROM 1st JULY, 2022 to 30th JUNE, 2023										
1. Occupation Title (WRITE IN FULL) Example: Accountant; Secondary School Teacher. Etc	(TASCO CODE)	2. Highest Level of Education Attained Doctor of Philosophy (PhD).....1 Master Degree.....2 First Degree/Advanced Diploma.....3 Ordinary Diploma.....4 Certificate.....5 Vocational Training.....6 Secondary Education.....7 Primary Education.....8 Never attended school.....9	3. Main Field of Study (WRITE IN FULL) Example:Secondary Education; Welding; Accountant.	(SUBJECT OF TRAINING CODE)	4. Citizenship Tanzania1 Kenya.....2 Uganda.....3 Burundi.....4 Rwanda.....5 South sudan.....6 DRC.....7 Other Countries.....8	5. Reasons for Recruiting New Employees New Position.....1 Replacement.....2 Other (Specify).....3	6. Employment Contract Permanent contract.....1 Specific task contract.....2 Fixed term contract.....3	7. Starting Basic Salary /Wage per month (TZS)	8. Number of Employees by Sex	
									Male	Female
1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
6	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
7	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
8	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
9	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
10	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

SECTION J: CURRENT JOB VACANCIES (AS OF 30th June 2023)								
1. Type of Occupation Available as of 30th June, 2023 (WRITE IN FULL) Example: Accountant; Secondary school teacher)	(TASCO CODE)	2. Number of vacancies available	3. Required level of education Doctor of Philosophy (PhD).....1 Master Degree.....2 First Degree/Advanced Diploma.....3 Ordinary Diploma.....4 Certificate).....5 Vocational Training.....6 Secondary Education.....7 Primary Education.....8 No education Required.....9	4. Required Field of Study (WRITE IN FULL) Example: Statistics; Secondary School teacher; Accountant.	(SUBJECT OF TRAINING CODE)	5. Reasons for Existing Post/Vacancies Lack of Local Professionals.....1 Lack of Employment Permit.....2 Financial Constraint.....3 New position due to migration/retirement/death/resign or terminated.....4 Other (Specify).....6	6. Required work experience Not required.....1 1 to 2 years.....2 3 to 4 years.....3 5 years and above.....4	5. Sex Preference Male.....1 Female.....2 Any.....3
1	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
6	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
7	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
8	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
9	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
10	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

K: FUTURE JOB VACANCIES IN THE NEXT THREE YEARS									
1. Occupation Title (WRITE IN FULL) Example: Accountant; Secondary School Teacher		TASCO CODE				2. Number of Vacancies			
						2023/24	2024/25	2025/26	
01									
02									
03									
04									
05									
06									
07									
08									
09									
10									

SECTION L: NUMBER OF EMPLOYEES DROPPED OUT FROM THE ESTABLISHMENT FROM JULY 2022 TO JUNE 2023				
1. Number of Employees Dropped out from the Establishment by Sex and Reasons for leaving the Establishment.				
Reasons for Leave the Establishment		Male		Female
(a) Retired Employees	01		08	
(b) Terminated	02		09	
(c) Resigned	03		10	
(d) Death	04		11	
(e) Transfer	05		12	
(f) End of Contract	06		13	
(g) Other (Specify)	07		14	

