



THE UNITED REPUBLIC OF TANZANIA

**ANALYTICAL REPORT
FOR
EMPLOYMENT AND EARNINGS SURVEY**

2002



**National Bureau of Statistics,
Ministry of Planning, Economy and Empowerment
Dar es Salaam**

July, 2007

FOREWORD

The history of Employment and Earnings Surveys in Tanzania goes back to 1963 when the first post independence survey was launched. From then onwards, data on Employment and Earnings continued to be collected annually [under the provision of the “Statistics Act 2002”](#). However, due to lack of funds, this series was discontinued for sixteen years before decision to resume the survey came in 2001. Therefore, this report provides an update of the last Employment and Earnings Survey of 2001.

The key objective of this survey is to get information on employment and earnings. Generally, the survey was designed in such a way that, the results can be used for estimating the labour market indicators that could be used for planning, policy formulation and examining the contribution to Gross Domestic Product (GDP) of different categories of employment.

The data in this report is the only source of regional information showing the distribution of income and number of employees in formal sectors of employment. Thus, the need for this report arises from the appreciation of information gap that persisted on employment and earnings.

Like the previous Employment and Earnings Surveys, the National Bureau of Statistics (NBS) is fully responsible for the 2002 survey. However, its success depended on the cooperation and contribution of several departments and individuals during the various stages of implementation.

This report is an outcome of combined efforts of members of staff from the Department of Labour and Price Statistics, Department of Statistical Methods and Standards, Department of Field Operations, particularly the Central Register of Establishments (CRE) unit and the Regional Statistical Offices.

Lastly, but not least, our thanks should go to employers and all stakeholders who supplied us with the requested information.

NBS looks forward for your continued cooperation in the coming surveys.

I welcome any comment regarding this report and other NBS publications. All comments should be channelled to the Director General, National Bureau of Statistics, P. O. Box 796, Dar es Salaam, e-mail: dg@nbs.go.tz, [[Website www.nbs.go.tz](http://www.nbs.go.tz)]

Albina A. Chuwa
Director General,
National Bureau of Statistics,
Dar es Salaam.

July, 2007

TABLE OF CONTENTS

FOREWORD	i
LIST OF TABLES	iv
LIST OF FIGURES	v
LIST OF APPENDICIES	vi
EXECUTIVE SUMMARY	vii
CHAPTER ONE : METHODOLOGY	1
1.1 Introduction	1
1.2 Objective of the Survey	1
1.3 Concepts and Definitions	1
(a) The Scope	1
(b) Employee/Worker	1
(c) Regular Employee	2
(d) Casual Workers	2
(e) Young Persons	2
(f) Wage Rate	2
(g) Cash Earnings	2
(h) Annual Wage-Bill	2
1.4 Types of Benefits involved in the Survey	2
(a) Free Housing	3
(b) Paid Leave	3
(c) Maternity Leave	3
(d) Free Ration	3
(e) Social Security Fund	3
1.5 Sector Classification	3
(a) The Public Sector	3
(b) The Private Sector	4
1.6 Industrial Classification	4
(i) Agriculture	4
(ii) Mining and Quarrying	4
(iii) Manufacturing	4
(iv) Public Utilities	4

(v) Construction.....	5
(vi) Commerce.....	5
(vii) Transport and Communications	5
(viii) Finance.....	5
(ix) Community Services	5
1.7 Sampling and Estimation Procedures.....	5
(a) The Selection of Establishments.....	5
(b) The Sample Design	5
(c) Sample Selection	6
(d) The Response Status	7
(e) Estimation of the Non-Response	7
CHAPTER TWO : EMPLOYMENT PROFILE.....	10
CHAPTER THREE: WAGE RATE PROFILE.....	24
CHAPTER FOUR : CASH EARNINGS PROFILE	33
4.1 Introduction	33
4.2 Earnings by sector	33
4.3: Earnings by terms of employment.....	35
4.4: Average monthly earnings by terms of employment.....	37
4.5: Earnings of adult citizen employees in regular employment	39
4.6: Earnings of adult non-citizens	40
4.7: Total annual cash earnings in different industrial divisions.....	41
4.8: Earnings of regular and casual workers	41
CHAPTER FIVE : ANNUAL WAGE BILL PROFILE	47

LIST OF TABLES

Table 1.1: Number of Sampled Private Sector Establishments 5 – 49 category	6
Table 1.2: Total Number and Sampled Establishments	6
Table 1.3: Number of Establishments and Response Rate.....	7
Table 2.1: Total employment by sector	10
Table 2.2: Composition of employment by major sector and gender (%)	10
Table 2.3: Total composition of employment by sector and gender (%)	12
Table 2.4: Composition of regular employees by citizenship and sex (%).....	13
Table 2.5: Composition of total employment by sector and industrial division (%).....	13
Table 2.6: Composition of total employment by region and sector (%).....	15
Table 2.7: Composition of total employment by region, citizenship and sex (%).....	16
Table 2.8: Employment by major sectors and gender (%)	18
Table 2.9: Total employment by sector	18
Table 2.10: Distribution of regular employees by industrial major division	18
Table 2.11: Distribution of casual employees by industrial major division	19
Table 2.12: Regular employment by citizenship and sex	19
Table 2.13: Total employment by sector and industrial division.....	20
Table 2.14: Total employment by region and sector.....	20
Table 2.15: Private sector total employment by region and gender	21
Table 2.16: Public sector total employment by region and gender	22
Table 2.17: Total employment by region, citizenship and sex.....	23
Table 2.18: Adult regular citizen employees by wage group (Tshs per month) by sector and gender.....	23
Table 3.1: Average wages of regular adult citizen employees by industry and major sector.....	24
Table 3.2: Composition of adult citizen employees by wage group, sector and gender (%)	25
Table 3.3: Composition of adult citizen employees by wage distribution by sector and gender (%)	25
Table 3.4: Average wage of citizen employees by sector and sex.....	26
Table 3.5: Composition of total regular adult citizen employees by wage group and major industries (%).....	27
Table 3.6: Composition of total regular adult citizen employees by wage group and regions (%) ..	29
Table 3.7: Distribution of adult citizen regular employees by wage group by sector and gender ...	30
Table 3.8: Regular adult citizen employees by wage group and by major industries	31
Table 3.9: Regular adult citizen employees by wage group and by region.....	32
Table 4.1: Annual earnings by broad sector and gender.....	33
Table 4.2: Composition of annual earnings by sector and gender (%)	34
Table 4.3: Monthly average earnings by sector and gender (Tshs).....	35

Table 4.4: Composition of annual cash earnings of regular and casual employees by sector (%)	36
Table 4.5: Composition of annual cash earnings of regular employees by sector (%)	37
Table 4.6: Monthly average earnings of regular employees	38
Table 4.7: Average earnings of casual employees, Tshs per month	39
Table 4.8: Employed adult citizen and annual earnings by broad sector and gender	40
Table 4.9: Annual cash earnings of adult non-citizens	40
Table 4.10: Composition of annual cash earnings of all employees by industry major division (%)	41
Table 4.11: Annual cash earnings by sector and gender	41
Table 4.12: Annual cash earnings of regular employees	42
Table 4.13: Annual cash earnings of casual employees	42
Table 4.14: Annual cash earnings of all regular employees by major industry (Tshs million)	43
Table 4.15: Annual cash earnings of all casual employees by major industry (Tshs million)	43
Table 4.16: Employed adult citizens by sector and gender	44
Table 4.17: Annual cash earnings of adult citizen by sector and gender (Tshs million)	44
Table 4.18: Total employment by major industrial division	45
Table 4.19: Annual cash earnings of all employees by industry major division (Tshs million)	45
Table 4.20: Monthly average earnings by industry (Tshs million)	46
Table 4.21: Monthly average earnings of employees by major industry	46
Table 4.22: Monthly average earnings of employees in the public sector by major industry	46
Table 5.1: Annual Wage Bill by Cash, Free Ration and Sector (%) (Tshs Million)	47
Table 5.2: Composition of annual wage bill by industrial major division (%)	48
Table 5.3: Wage bill by category of employment and industry (Tshs Million)	48
Table 5.4: Composition of annual wage bill by region (%)	49
Table 5.5: Annual wage bill by industrial major division (Tshs Millions)	49
Table 5.6: Annual wage bill by region (Tshs Million)	50

LIST OF FIGURES

Figure 2.1: Composition of employment by major sectors and gender	11
Figure 2.2: Composition of employment by gender	12
Figure 2.3: Composition of total employment by sector and industrial division	14
Figure 2.4: Composition of total employment by region and citizenship	17
Figure 3.1: Average wage of citizens by sector and sex	26
Figure 3.2: Composition of total regular adult citizen employees by wage group and major industries (%)	28

Figure 4 .1: Annual earnings by broad sector and gender	33
Figure 4 .2: Composition of annual earning by sector and gender.....	34
Figure 4 .3: Composition of annual cash earnings of regular and casual employees	36
Figure 4 .4: Monthly average earnings of regular employees	38
Figure 4 .5: Average earnings of casual employees, Tshs per month	39

LIST OF APPENDICIES

Appendix 1: Wage group distribution of private adult regular citizens by sector and gender	51
Appendix 2: Wage group distribution of public adult regular citizen by sector and gender	51
Appendix 3: Employment by industrial major division.....	52
Appendix 4: Total employment by region and industrial division, private sector.....	52
Appendix 5: Total employment by region and industrial major division, public sector	53
Appendix 6: Annual wage bill composition by sector	53
Appendix 7: Annual wage bill by industrial major division	54
Appendix 8: Total annual wage bill by industrial major division	55
Appendix 9: Total annual wage bill by region and major industrial division	56
Appendix 10:Composition of annual cash earnings by gender and terms of employment (%)	57
Appendix 11:Private sector; annual cash earnings by terms of employment and industrial major division	58
Appendix 12:Public sector; annual cash earnings by terms of employment and industrial major division	58
Appendix 13: Mean and median wages of adult citizens by major industries.....	59
Appendix 14: Average wages of regular and casual adult males by industry, sector and citizenship..	59
Appendix 15: Average wages of regular and casual adult females by industry, sector and citizenship	59
Appendix 16: Labour costs by sectors	60
Appendix 17: Composition of labour costs by sector (%)	61
Appendix 18: Total employment by region and industrial major division	61
Appendix 19: Annual wage bill composition by industrial major division (%).....	62
Appendix 20: Total number of establishments, employees and wage bill by industry.....	62

EXECUTIVE SUMMARY

This Report presents the results of Employment and Earnings Survey conducted in 2002. Though some comparison can be made with the previous surveys, the two surveys of 2001 and 2002 were conducted based on the same method which is slightly different from the previous surveys.

The publication consists of six sections, namely Methodology, The Employment Profile, The Wage Rates Profile, The Cash Earnings Profile and The Annual Wage Bills Profile and Appendices. In each section, equal emphasis has been put on the presentation of the survey results as well as the methodology adopted in data collection, sample design as well as data processing. However, the details of questions in the questionnaire confined the survey to capture information as presented in the above-mentioned sections.

The Employment Profile:

- * 925,613 persons were employed in both private and public sectors compared 818,860 in 2001.
- * 52.2 percent were employed in the private sector and in 2001 the percentage was 52.4 percent.
- * 70.4 percent were adult males while adult females were 29.6 percent.
- * In 2002 casual workers constituted 26.9 percent while in 2001 were 15.1 percent.
- * Community services constituted the highest percent of 45.4 while mining and quarrying constituted the lowest, about 0.6 percent.
- * Dar es Salaam region constituted the highest with 37.1 percent of the total number of employees while Lindi region constituted the lowest, about 1.3 percent.

The Wage Rates Profile:

- * The overall monthly average wages of regular adult citizens were Tshs. 177,535 in Private Sectors compared to Tshs. 206,481 in Public Sectors.
- * The average monthly wage of regular adult citizens in Finance Sector was Tshs. 419,732 and was the highest compared to other industrial sectors. The Commerce Sector earned the lowest average of Tshs. 115,746.

The Cash Earnings Profile:

- * The Public and Private Sectors' earnings were 58.6 and 41.4 percent respectively.
- * Males and Females earnings were 73.6 and 26.4 percent respectively.

The Annual Wage Bills Profile:

- * Public and Private Sectors' Wage Bill was 58.8 and 41.2 percent respectively.
- * Community services attained the highest wage bill of 51.3 percent, followed by finance 12.7 percent while mining and quarrying was the lowest with less than one percent of the total.

CHAPTER ONE: METHODOLOGY

1.1 Introduction

Employment and Earnings Survey is an annual survey conducted by the National Bureau of Statistics; this report refers to the year 2002. Enumeration covers three main categories of employing establishments in both private and public sectors. The categories involved are: All public sector establishments; all registered private establishments employing at least 50 persons; and a sample of all registered private establishments whose employment capacity is between 5 to 49 persons in Tanzania Mainland. The survey does not include domestic servants in private households, non-salaried working proprietors and non-salaried family workers. Thus, the Employment and Earnings Survey conducted in 2002 was based on a combination of both complete enumeration and sample approach.

1.2 Objective of the Survey

The broad objective of the Employment and Earnings Survey is to obtain comprehensive data on the annual status of Employment and Earnings as well as data on the socio-economic characteristics of the Labour Market.

1.3 Concepts and Definitions

(a) The Scope

The term **scope** as far as Employment and Earnings Survey is concerned refers to the description of the type of establishments and geographical areas that were covered by the survey, in accordance with the International Standard Industrial Classification (ISIC) Version 2 for standard definitions and classification.

(b) Employee/Worker

The term **Employee/Worker** refers to all Wage Earners and Salaried workers whether engaged full-time, part-time or casually as on the last full working day of June 2002.

1

¹ Vision

To be the authoritative source of statistical information pertaining to socio-economic conditions in the country, an institution able to provide such information most effectively, a point of reference for statistical methodologies and standards.

Mission

To facilitate planning and decision making within the government and the business community, to stimulate research and inform public debate through the provision of relevant, reliable and timely statistics and a quality statistical service in general.

(c) Regular Employee

The term **Regular Employee** refers to all permanent and temporary employees who have been employed on a weekly or monthly basis for more than one month.

(d) Casual Workers

The term **Casual Workers** refers to all persons receiving daily wages and other employees who have not worked for the full month of June, 2002.

(e) Young Persons

The term **Young Persons**, for the purpose of this survey, refers to all persons under the apparent age of 18 years.

(f) Wage Rate

The term **Wage Rate** refers to the basic agreed rate of pay, paid for normal time of work and relate to a time-unit such as hour, day, week or month.

(g) Cash Earnings

The term **Cash Earnings** refers to the remuneration in cash paid to employees, for time worked or work done before any deductions are made, such as employers' contribution to social security fund or pension. They include payment for time not worked such as annual vacation and other paid leave, other guaranteed and regular paid allowances, payment for overtime work and house-rent paid directly by employer.

(h) Annual Wage-Bill

The term **Annual Wage-Bill** refers to gross cash remunerations accrued as earnings of employees and actual cost of free ration paid by employers in respect of their employees. The costs represent workers claim for furnishing labour for the production of goods or services on behalf of the employer. The wage bill does not include such non-cash benefits as pensions and passages.

1.4 Types of Benefits involved in the Survey

Employers were required to supply information on the number of employees who receive the respective benefit and the amount of cash paid as a net cost to employer for those benefits. The following are the various types of benefits incorporated in the questionnaire:

(a) Free Housing

The term **Free Housing** refers to the employer's housing facilities furnished and given to employees free of charge or the amount of cash the employer pays to employees as housing allowances.

(b) Paid Leave

The term **Paid Leave** refers to the total number of person-days and total value concerning different categories of normal leave that the employer grants to his employees at his expense.

(c) Maternity Leave

The term **Maternity Leave** refers to the total number of person-days and their total value in terms of Tanzanian shillings granted to female employees before or after delivery.

(d) Free Ration

The term **Free Ration** refers to the employer's meal facilities supplied to employees free of charge or the amount of cash the employer pays to employees as meal allowances.

(e) Social Security Fund

The term **Social Security Fund** refers to the contributions by the employer to the National Social Security Fund (NSSF), Parastatal Pension Fund (PPF) and other social security schemes of this nature organized by the establishment for the benefit of employees.

1.5 Sector Classification

For purpose of Survey of Employment and Earnings, the Labour economy is divided into the following two principal sections: -

- (a) Public Sector
- (b) Private Sector

These two principal sectors in turn are sub-divided as follows: -

(a) The Public Sector

- i. The Central Government,
- ii. Local Government (Urban Authorities)
- iii. Local Government (District Councils).
- iv. Profit making Parastatal Institutions
- v. Non-Profit making Parastatal Institutions

(b) The Private Sector

- i. Profit making Private Establishments.
- ii. Non-Profit making Private Establishments.
- iii. Co-operative Establishments.

1.6 Industrial Classification

The Tanzania Standard Industrial Classification is based on the United Nations (U.N) International Standard Industrial Classification of all Economic Activities (ISIC) Revision 2 modified to suit circumstances pertaining to Tanzania. The establishments engaged in several activities were classified under the industrial activity in which the majority of workers were employed. The Government technical services were allocated as far as possible to the industry of the employing department.

The major industrial divisions are nine according to the above-mentioned ISIC Revision 2 as follows:-

(i) Agriculture

The term **Agriculture** includes all establishments engaged primarily in crop husbandry, livestock, forestry or fishing including estates engaged in both growing and processing crops such as sisal or sugar. Agricultural, forestry and game propagation services (not veterinary services that are included in community) provided by public services are also included in this industry.

(ii) Mining and Quarrying

The term **Mining and Quarrying** includes all establishments engaged in mining, alluvial digging and quarrying.

(iii) Manufacturing

The term **Manufacturing** includes all establishments engaged in the production, making, assembling or repair of any article or thing but excluding agricultural processing activities undertaken on estates. Thus coffee growing and pulping, wattle growing up to the extraction of barks, sugar cane growing with the processing of jaggery by simple methods, tea growing up to the harvest and drying of leaves, sisal growing with the decortications of leaves is excluded, but further processing of these products are included.

(iv) Public Utilities

The term **Public Utilities** includes all establishments engaged in the production and supply of electricity, gas and water engineering services.

(v) Construction

The term **Construction** includes all establishments engaged in construction, repair and maintenance of roads, buildings and other works.

(vi) Commerce

The term **Commerce** includes all establishments engaged in the wholesale and retail trade activities, co-operative marketing, restaurants and hotels.

(vii) Transport and Communications

The term **Transport and Communications** include all establishments engaged in street vendoring, clearing and forwarding, land, water and air transport as well as storing and warehousing allied to transport.

(viii) Finance

The term **Finance** include all establishments engaged in banking, insurance, bureau de change, real estates and business services such as advocating, accounting, auditing and data processing.

(ix) Community Services

The term **Community Services** is a broad industry, which include all establishments providing educational, health, veterinary, religious, recreational and cultural, personal, households and other related services, public administration, research and scientific institutions, social welfare institutions as well as business, professional and labour associations.

1.7 Sampling and Estimation Procedures

(a) The Selection of Establishments

The Employment and Earnings Survey of 2002 used the existing Central Register of Establishments (CRE) frame. The selection of establishments from the CRE frame falls under the following groups: -

- (i) All establishments of the public sector found in the CRE frame of 2002.
- (ii) All establishments of the private sector with at least 50 employees found in the CRE frame of 2002.
- (iii) Samples of establishments of the private sector employing 5 to 49 persons.

(b) The Sample Design

The sampling approach was adopted after realizing that, to cover all establishments in the country was a very expensive and time-consuming task.

- i. A sample of 10 percent of establishments in the register was selected in the employment size group of 5 to 9 employees.
- ii. A sample of 33 percent of establishments was selected in the employment size group of 10 to 49 employees.

(c) Sample Selection

A random sampling method was used to select the number of establishments to be enumerated according to the sample size in each employment group. The number of selected establishments is shown in the Table below:-

Table 1.1: Number of Sampled Private Sector Establishments 5 – 49 category

Sector	Number of Establishments		
	Employment Size 5-9	Employment Size 10-49	Total
Profit Making Enterprises	557	1,204	1,761
Non - Profit Making Enterprises	162	309	471
Cooperatives	54	114	168
Total Establishments	773	1,627	2,400

The total number of selected establishments involved in the Employment and Earnings Survey for both private and public sectors is shown in table 1.2 below:

Table 1.2: Total Number and Sampled Establishments

Sector	Employment Size Groups	Number of Establishments	
		Total	Sampled
Private Sector	5-9	7,762	773
Private Sector	10 – 49	5,267	1,627
Private Sector	50+	1,080	1,080
Public Sector	All	5,021	5,021
Total Establishments		19,130	8,501

Field enumerators were instructed to enumerate all new establishments in the public sector and those employing at least 50 persons in the private sectors that were not in the provided list of establishments prepared for the survey from the CRE frame of 2002. The new establishments identified during the enumeration process were used to update the regional CRE frames.

(d) The Response Status

The list of establishments prepared for the survey was not exhaustive in both private and public sectors. Among those establishments drawn from the CRE frame, there were duplicates as well as those closed down and other establishments that were operating, but were not in the list. All duplicates and closed down establishments were eliminated from the list. All the new establishments that qualified for enumeration were added to the list to form a new list in the sample, which then formed all operating establishments.

As it has been mentioned above, the list of establishments for data collection consisted of two main groups. The first group comprised of establishments involved in complete enumeration procedure that included all in the public sector and the list of all private sector establishments employing at least 50 persons. The second group was the sampled establishments that included establishments of private sector with employment size of 5 to 49 persons.

Table 1.3 below reveals that response rate for public sector establishments was the lowest. Collection of data from headquarters of some regional branches could not meet the survey deadline causing the low response in the public sectors. Inadequate funding for the survey made vigorous follow up during data collection thus exacerbating the low response.

Table 1.3: Number of Establishments and Response Rate

Sector	Employ. Size	Number of Establishments			Response Rate
		Original List	Updated List	Response	
Private Sector	5 - 9	773	661	470	71
Private Sector	10 – 49	1,627	1,296	888	69
Private Sector	50+	1,080	927	602	65
Public Sector	All	5,021	4,905	3,017	62
Total Establishments		8,501	7,789	4,977	64

(e) Estimation of the Non-Response

All establishments that were proved to be in operation during the survey reference year but could not respond at the end of data collection period had their information estimated through various procedures. The substitution method was used for all establishments falling under the complete enumeration category while the estimation in the sampled establishments was dealt with differently, see estimation procedure below.

As analysis and report writing was done during 2005/2006, data from establishments in 2003 surveys were used to estimate those establishments that could not respond in 2002. The substitution method of those establishments used for estimation was done with the assumption that there were no big changes in performance between the reference period of year 2002 and that of 2003. Comfortable

Estimation in the sampled establishments was based on the established sampling weights. The weights were adjusted to suit the response status of the category of employment involved in the respective region.

The sampling weights for the strata were calculated using simple expansion formula denoted as:-

$$\begin{aligned} \text{Weight} &= N/n \\ \text{where, } N &= \text{Total number of establishments in the stratum} \\ n &= \text{Number of selected establishments} \end{aligned}$$

To account for non response, the sampling weight is adjusted as shown bellow:

$$\text{Weight} = \frac{N_{hij} * \left[1 - \frac{\alpha_{hij}}{n_{hij}} \right]}{n_{hij} - \alpha_{hij}}$$

where,

$$\begin{aligned} \text{and } N_{hij} &= \text{Total number of establishments in sector } j \text{ of region } i \text{ in stratum } h \text{ where, } j = 1...3, i = 1...20 \\ h &= \text{Either employment size 5-9 or employment size 10-49} \\ n_{hij} &= \text{Number of selected establishments in sector } j \text{ of region } i \text{ in Stratum } h \text{ where: } j = 1...3, i = 1...20 \text{ and } h = \text{either employment size 5-9 or employment size 10-49} \\ \alpha_{hij} &= \text{Number of non-responding establishments in sector } j \text{ of region } i \text{ in Stratum } h \text{ where: } j = 1...3, i = 1...20 \text{ and } h = \text{either employment size 5-9 or employment size 10-49} \\ h &= \text{Stratum (the survey dealt with two strata).} \\ i &= \text{Region (the survey dealt with 20 regions)} \\ j &= \text{Private sector (the survey dealt with three sub sectors)} \end{aligned}$$

Estimation of Totals is given by:

$$\hat{Y}_{hij} = \beta_{hij} * \frac{N_{hij} \left[1 - \frac{\alpha_{hij}}{n_{hij}} \right]}{n_{hij} - \alpha_{hij}}$$

Where:

β_{hij} = Responded establishments in sector j of region i in Stratum h
 j = 1...3, i = 1...20 and h = either 5 – 9 or 10 -49

CHAPTER TWO : EMPLOYMENT PROFILE

Total recorded wage employment in 2002 was 925,613 (see table 2.1), out of whom, 52.2% were in the private sector and 47.8% in the public sector. Regular employees were 73.1% while casual employees were 26.9% as shown in table 2.2 and figure 2.2.

Table 2.1: Total employment by sector

Sector	Male	Female	Young	Total
A: Private sector				
Private profit making institutions	297,000	119,463	792	417,255
Private non-profit making institutions	33,055	16,111	34	49,200
Cooperatives	12,201	4,231	0	16,432
Sub total	342,256	139,806	826	482,888
B: Public sector				
Central government	128,613	55,470	0	184,083
Local government (urban)	19,429	19,354	0	38,783
Local government (district)	95,000	36,432	0	131,432
Parastatal profit making institutions	57,732	19,020	0	76,752
Parastatal non-profit making institutions	7,826	3,850	0	11,676
Sub total	308,600	134,125	0	442,726
Grand total	650,857	273,931	826	925,613

Table 2.2: Composition of employment by major sector and gender (%)

Sector	Regular employees			Casual employees			Total employees		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private sector	21.2	8.2	29.5	15.8	6.9	22.7	37.0	15.1	52.2
Public sector	29.9	13.8	43.7	3.5	0.7	4.2	33.3	14.5	47.8
Total	51.1	22.0	73.1	19.2	7.6	26.9	70.3	29.6	100.0

Figure 2.1: Composition of employment by major sectors and gender

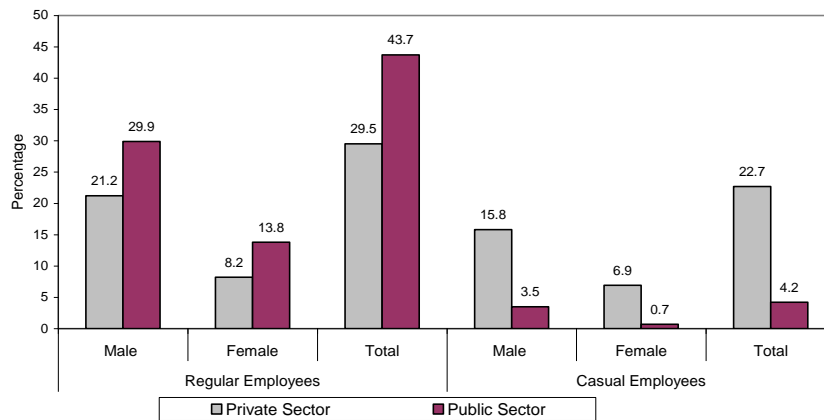


Figure 2.2 above reveals that the private sector engages less regular employees compared To the public sector, while also engaging proportionately more casual workers.

Table 2.3 and figure 2.3 shows that out of those employed in the private sector, 86.4% were in profit making establishments, 10.2% in non-profit making and 3.4% in cooperatives. The public sector shows that the central government employed 41.6%, local government (urban) 8.8%, local government (district) 29.7%, the profit making parastatals 17.3% and the non-profit making parastatals had 2.6%.

In terms of gender, it can be observed that within the private sector, male employment was 70.8% while female employment was 29.0%. In the public sector, 69.7% were males and 30.3% were females.

Table 2.3: Total composition of employment by sector and gender (%)

Sector	Male	Female	Young	Total
A: private sector				
Private profit making institutions	61.4	24.8	0.2	86.4
Private non-profit making institutions	6.9	3.4	0.0	10.2
Cooperatives	2.5	0.9	0.0	3.4
Total	70.8	29.0	0.2	100.0
B :public sector				
Central government	29.1	12.5	0	41.6
Local government (urban)	4.4	4.4	0	8.8
Local government (district)	21.5	8.2	0	29.7
Parastatal profit making institutions	13.0	4.3	0	17.3
Parastatal non-profit making institutions	1.8	0.9	0	2.6
Total	69.7	30.3	0	100.0

Gender equity is observed only in local government (urban authorities)

Figure 2.2: Composition of employment by gender

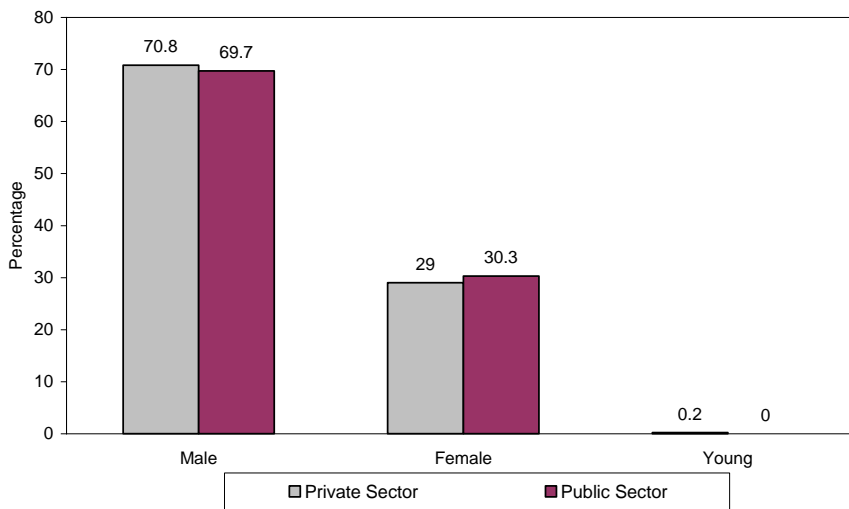


Figure 2.3 above reveals that, proportionately male engaged in the private and public sector is at the same level with large gender inequality.

The composition of regular employment on table 2.4 shows that 99.24% were citizens and only 0.76% non-citizens. Among the citizens, 69.23% were males and 29.95% were females and only 0.06% young citizen employees. As for non-citizens, 0.65% was males and 0.11% females.

Table 2.4: Composition of regular employees by citizenship and sex (%)

Sector	Citizen employees				Non citizen employees				Total employees			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Private profit making institutions	22.72	8.45	0.06	31.23	0.53	0.06	0.00	0.59	23.26	8.50	0.06	31.82
Private non-profit making institutions	4.13	2.15	0.00	6.28	0.05	0.04	0.00	0.09	4.18	2.18	0.01	6.37
Cooperatives	1.56	0.53	0.00	2.09	0.00	0.00	0.00	0.00	1.56	0.53	0.00	2.09
Central government	16.61	7.68	0.00	24.29	0.02	0.01	0.00	0.03	16.63	7.69	0.00	24.32
Local government(urban)	2.38	2.71	0.00	5.09	0.00	0.00	0.00	0.00	2.38	2.71	0.00	5.09
Local government(district)	12.88	5.25	0.00	18.13	0.01	0.00	0.00	0.02	12.90	5.25	0.00	18.15
Parastatal profit making institutions	7.83	2.62	0.00	10.45	0.02	0.00	0.00	0.03	7.85	2.63	0.00	10.48
Parastatal non-profit making institutions	1.12	0.56	0.00	1.68	0.00	0.00	0.00	0.01	1.12	0.56	0.00	1.68
Total	69.23	29.95	0.06	99.24	0.65	0.11	0.00	0.76	69.88	30.06	0.07	100.00

Table 2.5 shows that community services engaged 45.4% followed by manufacturing and agriculture, which had a share of 17.0 and 10.8% respectively and commerce 10.0%. Mining and quarrying had the lowest employment of about 0.7%.

Table 2.5: Composition of total employment by sector and industrial division (%)

Industry	Private				Public				Total			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	11.6	10.5	24.7	11.3	12.0	6.5	0.0	10.3	11.8	8.5	24.7	10.8
Mining & quarrying	1.1	0.2	15.1	0.9	0.6	0.1	0.0	0.4	0.8	0.2	15.1	0.7
Manufacturing	29.4	30.4	4.1	29.7	4.1	1.2	0.0	3.2	17.4	16.1	4.1	17.0
Public utilities	1.2	0.5	0.0	1.0	4.6	2.0	0.0	3.8	2.8	1.2	0.0	2.4
Construction	8.2	1.2	0.0	6.2	4.1	1.3	0.0	3.2	6.2	1.3	0.0	4.8
Commerce	17.7	20.7	8.1	18.6	0.6	0.6	0.0	0.6	9.6	10.8	8.1	10.0
Transport and communication	5.5	2.5	0.0	4.6	5.2	3.6	0.0	4.7	5.4	3.0	0.0	4.7
Finance	3.2	3.8	0.0	3.3	5.9	4.7	0.0	5.5	4.4	4.3	0.0	4.4
Community services	22.1	30.2	47.9	24.5	63.1	80.1	0.0	68.2	41.5	54.6	47.9	45.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	0.0	100.0	100.0	100.0	100.0	100.0

Figure 2.3: Composition of total employment by sector and industrial division

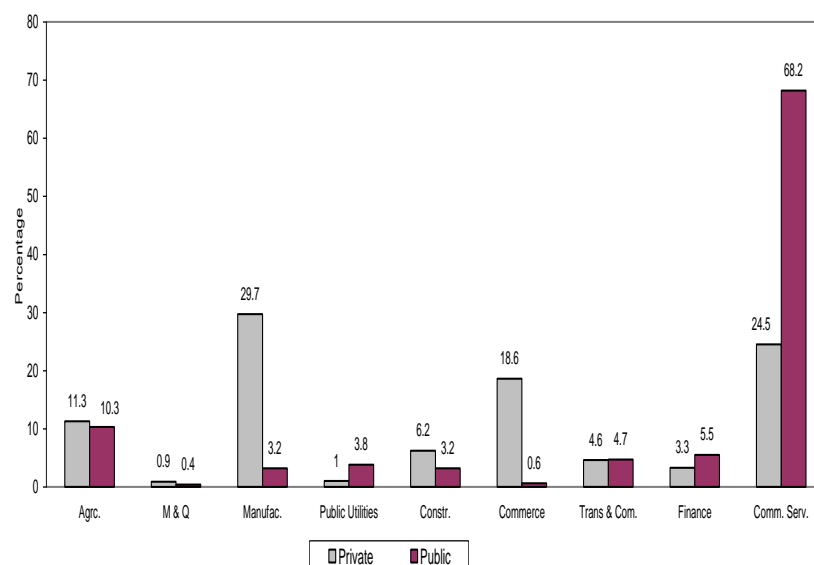


Figure 2.5 above shows that, in all sectors (except for public utilities, transport and communication, finance and community services), proportionately more people are engaged in the private sector to public sector.

Table 2.6 depicts the regional distribution of employment shows that Dar es salaam had 37.1% of total employment. The other regions which recorded high employment were Arusha 6.1%, Iringa 5.5%, Morogoro 4.9 and Mwanza 4.3%. The regions that recorded the least employment were Lindi with 1.3%, both Pwani and Kigoma with 1.6% each, Rukwa with 1.7% and Singida 2.0%. The regional distribution of employment in the private and public sectors followed a similar trend.

Table 2.6: Composition of total employment by region and sector (%)

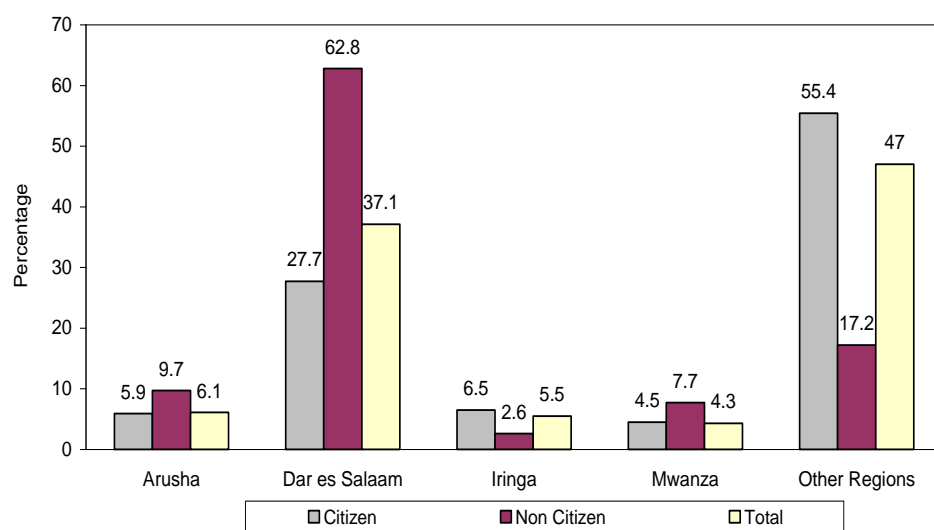
Region	Private sector			Public sector				Total
	Private Profit making	Private non Profit making	Cooperative	Central Government	Local Government	Parastatal Profit making	Parastatal non Profit making	
Dodoma	0.7	3.5	0.9	8.2	9.2	3.5	3.4	4.2
Arusha	7.8	3.5	1.6	7.4	3.3	1.8	8.7	6.1
Kilimanjaro	3.4	5.7	12.0	6.3	1.6	6.9	1.4	4.2
Tanga	4.4	4.7	0.0	1.7	3.5	3.2	8.0	3.6
Morogoro	4.7	7.0	1.4	3.3	4.6	9.1	9.6	4.9
Pwani	1.1	1.4	0.0	1.8	2.7	1.9	2.9	1.6
Dar es salaam	57.0	8.0	1.3	30.6	9.0	35.8	23.7	37.1
Lindi	0.4	3.5	0.6	1.9	2.5	0.7	2.5	1.3
Mtwara	1.4	6.1	0.0	3.0	2.3	1.2	7.4	2.1
Ruvuma	1.1	9.7	15.3	2.3	5.2	1.3	4.0	2.9
Iringa	4.9	4.7	1.6	4.4	4.5	14.9	6.3	5.5
Mbeya	2.6	3.1	0.7	2.7	8.5	3.6	2.1	3.8
Singida	0.3	3.0	0.0	3.9	4.6	1.1	2.0	2.0
Tabora	0.3	4.2	1.6	3.8	4.8	2.4	2.4	2.2
Rukwa	0.8	2.6	0.0	1.7	3.6	2.1	2.3	1.7
Kigoma	0.8	4.8	0.0	1.4	3.5	0.7	1.1	1.6
Shinyanga	1.4	4.7	11.3	1.3	7.1	1.3	2.2	2.8
Kagera	1.4	7.6	15.7	4.7	3.9	5.6	1.8	3.5
Mwanza	3.2	5.4	32.8	4.0	5.7	1.4	4.2	4.3
Mara	0.7	3.6	1.2	2.7	6.5	1.2	3.2	2.4
Manyara	1.8	3.3	2.3	2.9	3.2	0.3	0.7	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

It can be observed from table 2.7 that the regional distribution of the total employed non-citizens was 62.8% in Dar es salaam, 9.7% in Arusha, 7.7% in Mwanza and 2.6% in Iringa.

Table 2.7: Composition of total employment by region, citizenship and sex (%)

Region	Citizen				Non citizen				Total		
	Male	Female	Young	Total	Male	Female	Young	Total	Regular	Casual	Regular& Casual
Dodoma	5.3	5.3	1.4	5.3	0	1.6	0	0.3	5.2	1.3	4.2
Arusha	5.6	6.6	2.5	5.9	9.4	8.0	100	9.7	5.9	6.4	6.1
Kilimanjaro	4.0	6.5	0	4.8	0.9	1.1	0	0.9	4.7	2.8	4.2
Tanga	4.0	3.6	0	3.9	0.7	1.6	0	0.9	3.9	2.7	3.6
Morogoro	5.5	5.1	2.4	5.4	1.5	1.7	0	1.5	5.3	3.8	4.9
Pwani	1.8	2.0	0	1.9	0.4	1.1	0	0.5	1.8	1.0	1.6
Dar es salaam	27.8	27.3	79.1	27.7	63.9	58.6	0	62.8	27.9	62.1	37.1
Lindi	1.8	1.5	0	1.7	0.1	0.3	0	0.1	1.7	0.3	1.3
Mtwara	2.5	1.9	0	2.3	0.3	2.7	0	0.6	2.3	1.6	2.1
Ruvuma	3.3	3.1	9.6	3.2	0.2	1.2	0	0.4	3.2	2.1	2.9
Iringa	6.1	7.4	0	6.5	1.6	8.9	0	2.6	6.4	2.9	5.5
Mbeya	4.4	5.1	0	4.6	0.4	1.0	0	0.5	4.6	1.5	3.8
Singida	2.8	2.5	0	2.7	0	0	0	0.0	2.7	0.2	2.0
Tabora	2.8	2.7	0	2.8	2.9	3.5	0	3.0	2.8	0.8	2.2
Rukwa	2.3	1.7	0	2.1	1.0	0.8	0	0.9	2.1	0.6	1.7
Kigoma	2.2	1.8	0	2.1	0.4	1.0	0	0.5	2.1	0.3	1.6
Shinyanga	3.5	3.3	0	3.4	1.7	0	0	1.5	3.4	1.0	2.8
Kagera	4.0	3.4	0	3.8	5.0	2.1	0	4.5	3.8	2.4	3.5
Mwanza	4.5	4.5	0	4.5	8.8	1.7	0	7.7	4.5	3.8	4.3
Mara	3.1	3.1	4.9	3.1	0.8	1.8	0	0.9	3.1	0.4	2.4
Manyara	2.6	1.8	0	2.4	0	1.4	0	0.2	2.4	1.8	2.2
Total	100	100	100	100.0	100	100	100	100.0	100	100	100.0

Figure 2.4: Composition of total employment by region and citizenship



Tables 2.8 to 2.18 present absolute figures on employment profile.

Table 2.8: Employment by major sectors and gender (%)

Sector	Regular employees				Casual employees				Total employees			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Private sector	196,204	75,907	451	272,561	146,053	63,899	375	210,326	342,256	139,806	826	482,888
Public sector	276,633	127,469	0	404,102	31,967	6,657	0	38,624	308,600	134,125	0	442,726
Total	472,837	203,376	451	676,663	178,020	70,555	375	248,950	650,857	273,931	826	925,613

Table 2.9: Total employment by sector

Sector	Male	Female	Young	Total
A: private sector				
Private profit making institutions	297,000	119,463	792	417,255
Private non-profit making institutions	33,055	16,111	34	49,200
Cooperatives	12,201	4,231	0	16,432
Sub total	342,256	139,806	826	482,888
B: public sector				
Central government	128,613	55,470	0	184,083
Local government (urban)	19,429	19,354	0	38,783
Local government (district)	95,000	36,432	0	131,432
Parastatal profit making institutions	57,732	19,020	0	76,752
Parastatal non-profit making institutions	7,826	3,850	0	11,676
Sub total	308,600	134,125	0	442,726
Grand total	650,857	273,931	826	925,613

Table 2.10: Distribution of regular employees by industrial major division

Industry	Male	Female	Young	Total
Agriculture	53,654	11,597	5	65,256
Mining & quarrying	5,168	403	0	5,571
Manufacturing	38,263	9,618	21	47,902
Public utilities	14,933	3,035	0	17,968
Construction	14,825	2,167	0	16,992
Commerce	40,137	16,203	44	56,384
Transport and communication	28,261	6,609	0	34,870
Finance	26,031	11,436	0	37,467
Community services	251,565	142,307	380	394,252
Total	472,837	203,375	450	676,662

Table 2.11: Distribution of casual employees by industrial major division

Industry	Male	Female	Young	Total
Agriculture	22,923	11,766	198	34,887
Mining & quarrying	227	84	125	436
Manufacturing	75,119	34,469	13	109,601
Public utilities	3,465	309	0	3,774
Construction	25,792	1,263	0	27,055
Commerce	22,279	13,491	23	35,793
Transport and communication	6,667	1,600	0	8,267
Finance	2,826	197	0	3,024
Community services	18,721	7,376	15	26,113
Total	178,020	70,555	375	248,950

Table 2.12: Regular employment by citizenship and sex

Sector	Citizen				Non citizen				Total			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Private profit making Institutions	153,769	57,149	417	211,335	3,619	392	0	4,011	157,388	57,541	417	215,346
Private non-Profit making institutions	27,932	14,531	7	42,470	342	251	27	620	28,274	14,782	34	43,090
Cooperatives	10,540	3,584	0	14,123	2	0	0	2	10,542	3,584	0	14,125
Central government	112,372	51,983	0	164,356	137	51	0	188	112,509	52,034	0	164,543
Local government (urban)	16,090	18,335	0	34,425	17	0	0	17	16,107	18,335	0	34,442
Local government (district)	87,184	35,527	0	122,712	94	16	0	110	87,278	35,544	0	122,822
Parastatal profit making institutions	52,976	17,754	0	70,730	160	14	0	174	53,136	17,768	0	70,904
Parastatal non-profit making institutions	7,577	3,767	0	11,344	25	22	0	47	7,602	3,788	0	11,390
Total	468,441	202,630	424	671,494	4,396	746	27	5,169	472,837	203,376	451	676,663

Table 2.13: Total employment by sector and industrial division

Industry	Private				Public				Total			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	39,675	14,612	204	54,491	36,902	8,750	0	45,653	76,577	23,363	204	100,144
Mining & quarrying	3,649	319	125	4,092	1,746	168	0	1,914	5,395	487	125	6,007
Manufacturing	100,767	42,498	34	143,299	12,614	1,589	0	14,203	113,382	44,087	34	157,503
Public utilities	4,200	705	0	4,905	14,198	2,640	0	16,838	18,398	3,345	0	21,743
Construction	28,017	1,724	0	29,741	12,600	1,706	0	14,306	40,617	3,430	0	44,047
Commerce	60,605	28,950	67	89,622	1,811	744	0	2,555	62,416	29,693	67	92,177
Transport & Communication	18,882	3,442	0	22,324	16,046	4,767	0	20,813	34,928	8,209	0	43,137
Finance	10,809	5,331	0	16,140	18,048	6,303	0	24,351	28,857	11,634	0	40,491
Community service	75,653	42,225	396	118,274	194,634	107,459	0	302,092	270,287	149,684	396	420,366
Total	342,256	139,806	826	482,888	308,600	134,125	0	442,726	650,857	273,931	826	925,613

Table 2.14: Total employment by region and sector

Region	Private sector			Public sector				Total
	Private Profit making	Private non Profit making	Cooperative	Central government	Local government	Parastatal Profit making	Parastatal non Profit making	
Dodoma	2,959	1,723	145	15,122	15,648	2,649	402	38,648
Arusha	32,392	1,722	258	13,615	5,599	1,407	1,017	56,009
Kilimanjaro	14,227	2,796	1,968	11,570	2,795	5,285	166	38,807
Tanga	18,183	2,321	0	3,132	5,906	2,475	936	32,953
Morogoro	19,755	3,464	224	6,094	7,864	7,008	1,126	45,534
Pwani	4,624	677	0	3,226	4,593	1,457	342	14,919
Dar es salaam	237,649	3,959	208	56,304	15,374	27,506	2,765	343,766
Lindi	1,833	1,730	94	3,542	4,264	563	291	12,316
Mtwara	5,667	3,007	0	5,463	3,889	895	866	19,787
Ruvuma	4,750	4,770	2,512	4,324	8,921	1,019	470	26,766
Iringa	20,343	2,312	266	8,146	7,593	11,403	730	50,793
Mbeya	10,727	1,521	114	5,045	14,440	2,752	243	34,843
Singida	1,089	1,481	0	7,141	7,884	840	236	18,671
Tabora	1,171	2,066	255	6,908	8,235	1,817	278	20,730
Rukwa	3,215	1,272	0	3,207	6,161	1,606	268	15,727
Kigoma	3,155	2,339	0	2,532	5,957	546	129	14,658
Shinyanga	5,810	2,314	1,849	2,311	12,157	982	257	25,680
Kagera	5,872	3,729	2,582	8,675	6,640	4,332	216	32,047
Mwanza	13,450	2,650	5,393	7,399	9,781	1,056	494	40,222
Mara	3,040	1,747	189	4,914	11,030	900	369	22,189
Manyara	7,347	1,600	376	5,411	5,484	253	77	20,548
Total	417,255	49,200	16,432	184,083	170,215	76,752	11,676	925,613

Table 2.15: Private sector total employment by region and gender

Region	Profit making				Non profit making				Cooperatives				Total			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	2,414	539	6	2,959	1,122	601	0	1,723	97	48	0	145	3,633	1,188	6	4,827
Arusha	20,912	11,344	136	32,392	931	764	27	1,722	181	77	0	258	22,024	12,185	163	34,371
Kilimanjaro	9,486	4,742	0	14,227	1,391	1,405	0	2,796	1,489	478	0	1,968	12,366	6,625	0	18,991
Tanga	13,264	4,919	0	18,183	1,693	628	0	2,321	0	0	0	0	14,957	5,547	0	20,504
Morogoro	13,858	5,893	3	19,755	2,346	1,110	7	3,464	198	27	0	224	16,402	7,031	10	23,443
Pwani	3,390	1,234	0	4,624	395	283	0	677	0	0	0	0	3,785	1,516	0	5,301
Dar es salaam	170,122	67,141	387	237,649	2,534	1,426	0	3,959	156	52	0	208	172,811	68,619	387	241,816
Lindi	1,188	645	0	1,833	1,240	490	0	1,730	70	23	0	94	2,498	1,158	0	3,656
Mtwara	3,532	1,936	198	5,667	2,473	534	0	3,007	0	0	0	0	6,005	2,470	198	8,674
Ruvuma	3,258	1,451	41	4,750	3,706	1,064	0	4,770	1,613	899	0	2,512	8,577	3,414	41	12,032
Iringa	12,996	7,346	0	20,343	1,372	939	0	2,312	238	29	0	266	14,606	8,314	0	22,920
Mbeya	8,033	2,693	0	10,727	840	681	0	1,521	96	18	0	114	8,969	3,393	0	12,362
Singida	766	323	0	1,089	887	595	0	1,481	0	0	0	0	1,653	917	0	2,570
Tabora	976	194	0	1,171	1,374	692	0	2,066	197	57	0	255	2,547	944	0	3,491
Rukwa	2,626	589	0	3,215	810	462	0	1,272	0	0	0	0	3,436	1,051	0	4,487
Kigoma	2,297	857	0	3,155	1,627	711	0	2,339	0	0	0	0	3,924	1,569	0	5,493
Shinyanga	4,485	1,326	0	5,810	1,751	563	0	2,314	1,306	543	0	1,849	7,542	2,431	0	9,973
Kagera	3,742	2,131	0	5,872	2,299	1,430	0	3,729	2,087	494	0	2,582	8,128	4,055	0	12,183
Mwanza	11,678	1,772	0	13,450	1,863	787	0	2,650	4,078	1,314	0	5,393	17,619	3,873	0	21,492
Mara	2,283	736	21	3,040	1,258	489	0	1,747	159	30	0	189	3,700	1,255	21	4,977
Manyara	5,694	1,652	0	7,347	1,145	455	0	1,600	235	141	0	376	7,074	2,249	0	9,323
Total	297,000	119,463	792	417,255	33,055	16,111	34	49,200	12,201	4,231	0	16,432	342,256	139,806	826	482,888

Table 2.16: Public sector total employment by region and gender

Region	Government				Parastatal profit making				Parastatal non profit making				Total			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Dodoma	21,508	9,262	0	30,770	1,982	667	0	2,649	241	161	0	402	23,731	10,090	0	33,821
Arusha	12,006	7,209	0	19,214	825	582	0	1,407	668	349	0	1,017	13,498	8,140	0	21,638
Kilimanjaro	9,081	5,284	0	14,366	2,974	2,310	0	5,285	90	76	0	166	12,145	7,670	0	19,816
Tanga	6,013	3,025	0	9,038	1,950	525	0	2,475	617	319	0	936	8,579	3,870	0	12,449
Morogoro	9,967	3,990	0	13,957	6,010	998	0	7,008	830	296	0	1,126	16,807	5,284	0	22,091
Pwani	5,551	2,268	0	7,819	967	490	0	1,457	244	98	0	342	6,762	2,856	0	9,618
Dar es salaam	44,544	27,134	0	71,678	21,655	5,851	0	27,506	1,729	1,036	0	2,765	67,929	34,021	0	101,949
Lindi	6,031	1,775	0	7,806	454	109	0	563	228	63	0	291	6,713	1,947	0	8,660
Mtwara	7,187	2,165	0	9,352	707	188	0	895	550	316	0	866	8,444	2,669	0	11,113
Ruvuma	8,811	4,434	0	13,245	743	276	0	1,019	336	134	0	470	9,890	4,845	0	14,734
Iringa	11,549	4,190	0	15,739	7,424	3,980	0	11,403	525	205	0	730	19,498	8,375	0	27,872
Mbeya	12,561	6,925	0	19,486	2,228	524	0	2,752	169	74	0	243	14,958	7,523	0	22,481
Singida	11,086	3,939	0	15,025	664	176	0	840	177	59	0	236	11,927	4,174	0	16,101
Tabora	10,825	4,319	0	15,143	1,462	355	0	1,817	246	33	0	278	12,532	4,706	0	17,239
Rukwa	7,197	2,170	0	9,367	1,361	245	0	1,606	161	107	0	268	8,719	2,522	0	11,241
Kigoma	6,362	2,127	0	8,489	476	70	0	546	105	24	0	129	6,943	2,221	0	9,165
Shinyanga	10,271	4,197	0	14,468	670	313	0	982	189	68	0	257	11,130	4,577	0	15,707
Kagera	11,819	3,496	0	15,315	3,587	745	0	4,332	154	62	0	216	15,560	4,303	0	19,864
Mwanza	11,384	5,796	0	17,180	803	253	0	1,056	312	182	0	494	12,499	6,231	0	18,730
Mara	11,146	4,798	0	15,944	635	264	0	900	212	156	0	369	11,993	5,219	0	17,213
Manyara	8,145	2,750	0	10,895	154	99	0	253	44	33	0	77	8,343	2,882	0	11,225
Total	243,042	111,256	0	354,298	57,732	19,020	0	76,752	7,826	3,850	0	11,676	308,600	134,125	0	442,726

Table 2.17: Total employment by region, citizenship and sex

Region	Citizen				Non citizen				Total		
	Male	Female	Young	Total	Male	Female	Young	Total	Regular	Casual	Regular& Casual
Dodoma	24,676	10,675	6	35,357	1	12	0	13	35,370	3,277	38,648
Arusha	26,365	13,287	11	39,662	415	60	27	502	40,165	15,845	56,009
Kilimanjaro	18,802	13,109	0	31,911	38	8	0	46	31,957	6,850	38,807
Tanga	18,861	7,239	0	26,100	32	12	0	44	26,144	6,809	32,953
Morogoro	25,613	10,373	10	35,996	66	12	0	78	36,075	9,460	45,534
Pwani	8,419	4,041	0	12,460	17	8	0	25	12,485	2,435	14,919
Dar es salaam	130,266	55,249	335	185,850	2,809	437	0	3,246	189,095	154,670	343,766
Lindi	8,566	3,011	0	11,577	4	2	0	6	11,583	733	12,316
Mtwara	11,729	3,940	0	15,668	11	20	0	31	15,699	4,088	19,787
Ruvuma	15,262	6,184	41	21,487	10	9	0	19	21,506	5,260	26,766
Iringa	28,565	14,897	0	43,462	69	67	0	135	43,597	7,196	50,793
Mbeya	20,765	10,330	0	31,095	18	8	0	25	31,120	3,723	34,843
Singida	13,157	5,000	0	18,157	0	0	0	0	18,157	514	18,671
Tabora	13,090	5,421	0	18,511	127	26	0	153	18,664	2,065	20,730
Rukwa	10,708	3,420	0	14,128	42	6	0	48	14,176	1,552	15,727
Kigoma	10,296	3,670	0	13,967	19	7	0	26	13,993	665	14,658
Shinyanga	16,330	6,686	0	23,016	76	0	0	76	23,092	2,588	25,680
Kagera	18,789	6,980	0	25,769	219	15	0	235	26,004	6,043	32,047
Mwanza	21,185	9,102	0	30,287	386	13	0	399	30,686	9,536	40,222
Mara	14,728	6,333	21	21,081	36	13	0	49	21,131	1,059	22,189
Manyara	12,270	3,684	0	15,954	1	10	0	11	15,965	4,583	20,548
Total	468,441	202,630	424	671,494	4,396	746	27	5,169	676,663	248,950	925,613

Table 2.18: Adult regular citizen employees by wage group (Tshs per month) by sector and gender

Wage group	Government			Parastatal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	0	0	0	0	0	0	0	0	0
30,000-49,999	22,024	9,499	31,523	9,555	4,016	13,570	31,579	13,515	45,094
50,000-69,999	61,352	30,706	92,058	7,810	1,795	9,605	69,162	32,501	101,663
70,000-89,999	44,625	25,034	69,659	7,119	1,433	8,552	51,744	26,467	78,212
90,000-109,999	32,354	19,003	51,357	5,396	2,075	7,471	37,750	21,077	58,828
110,000-149,999	31,347	13,412	44,759	5,961	1,553	7,513	37,308	14,965	52,273
150,000-189,999	7,691	3,006	10,697	3,348	1,620	4,968	11,040	4,625	15,665
190,000-229,999	4,156	1,597	5,753	4,653	2,089	6,741	8,809	3,686	12,495
230,000-269,999	2,752	634	3,386	3,508	2,043	5,551	6,260	2,677	8,937
270,000-309,999	1,433	594	2,027	4,024	1,429	5,453	5,457	2,023	7,480
310,000-349,999	1,887	808	2,695	2,038	1,076	3,114	3,925	1,884	5,809
350,000-389,999	828	243	1,071	1,869	858	2,727	2,697	1,100	3,798
390,000-429,999	896	270	1,166	868	477	1,344	1,764	747	2,510
430,000-469,999	434	124	557	857	293	1,150	1,291	416	1,707
470,000-509,999	574	170	744	395	190	585	969	360	1,329
510,000-549,999	497	184	681	547	81	628	1,044	265	1,309
550,000+	2,795	563	3,358	2,606	494	3,100	5,401	1,057	6,458
Total	215,647	105,846	321,493	60,553	21,520	82,073	276,200	127,366	403,566

CHAPTER THREE: WAGE RATE PROFILE

Table 3.1 depicts that, the average monthly wage for all industries was Tshs. 192,008. The commerce industry had the lowest wage of Tshs. 115,746 while the finance industry recorded the highest wage of Tshs. 419,732, followed by transport and communication (Tshs. 233,842) and public utilities (Tshs. 208,671).

In the private sector, the lowest average wage was Tshs 81,037 in commerce industry while in the public sector the lowest average wage was Tshs. 134,372 in the agriculture industry. On the other hand, the highest average wage in both sectors was in the finance industry with Tshs. 417,606 in the private sector and Tshs. 421,858 in the public sector.

Table 3.1: Average wages of regular adult citizen employees by industry and major sector

Industry	Private			Public			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	116,394	139,487	127,940	147,827	120,917	134,372	132,111	130,202	131,156
Mining & quarrying	163,680	187,475	175,578	192,652	161,324	176,988	178,166	174,400	176,283
Manufacturing	127,353	130,546	128,950	200,594	158,374	179,484	163,973	144,460	154,217
Public utilities	199,979	203,672	201,825	235,363	195,672	215,517	217,671	199,672	208,671
Construction	161,253	141,725	151,489	145,882	112,282	129,082	153,568	127,004	140,286
Commerce	87,012	75,061	81,037	166,399	134,513	150,456	126,705	104,787	115,746
Transport & communication	191,232	177,053	184,142	306,612	260,470	283,541	248,922	218,762	233,842
Finance	493,556	341,655	417,606	499,305	344,411	421,858	496,431	343,033	419,732
Community services	146,227	112,263	129,245	195,371	138,696	167,034	170,799	125,480	148,139
Total	187,410	167,660	177,535	232,223	180,740	206,481	209,816	174,200	192,008

Table 3.2 shows that 8.7% of the adult male citizen employees in private sector received between Tshs. 30,000 to Tshs. 49,999, while only 2.9% of the adult female citizen employees were in this wage group. Similarly, 5.9% of the adult male employees in private sector received between Tshs. 50,000 to Tshs. 69,999, while only 2.6% of adult female citizen employees belonged to this wage group.

The public sector shows that 4.7% of the adult male employees were in the Tshs. 30,000 to Tshs. 49,999 wage group as compared to 2.0% of adult female employees. As for Tshs. 50,000 to Tshs. 69,999 wage group, it can be observed that 10.3% of adult male employees and 4.8% of adult female employees were in this category. The table reveals significant wage enhancement in the public sector and is further exemplified in table 3.3 below.

Table 3.2: Composition of adult citizen employees by wage group, sector and gender (%)

Wage group	Private			Public			T o t a l		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	1.4	1.0	2.4	0.0	0.0	0.0	1.4	1.0	2.4
30,000-49,999	8.7	2.9	11.6	4.7	2.0	6.7	13.4	4.9	18.3
50,000-69,999	5.9	2.6	8.5	10.3	4.8	15.2	16.2	7.4	23.6
70,000-89,999	3.8	1.6	5.4	7.7	3.9	11.7	11.5	5.6	17.0
90,000-109,999	2.4	1.0	3.4	5.6	3.1	8.8	8.0	4.1	12.2
110,000-149,999	2.1	0.7	2.8	5.6	2.2	7.8	7.7	2.9	10.6
150,000-189,999	1.1	0.3	1.3	1.7	0.7	2.3	2.7	1.0	3.7
190,000-229,999	0.6	0.2	0.8	1.3	0.6	1.9	1.9	0.7	2.7
230,000-269,999	0.6	0.2	0.7	0.9	0.4	1.3	1.5	0.6	2.1
270,000+	2.1	0.9	3.0	3.4	1.2	4.5	5.5	2.0	7.5
Total	28.7	11.2	39.9	41.2	19.0	60.1	69.8	30.2	100.0

Table 3.3 shows that only 3% earn less than 30,000/- contributed by private sector, there are no public sector paid less than 30,000/-. 43% earn between 30,000/- to 69,999/- and in the 70,000/- to 109,999/- wage group female earns proportionately more than males and is contributed mainly by the public sector.

Table 3.3: Composition of adult citizen employees by wage distribution by sector and gender (%)

Wage group	Private			Public			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	5	9	7	0	0	0	2	4	3
30,000-49,999	30	26	28	11	11	11	21	18	20
50,000-69,999	21	23	22	25	26	25	23	24	23
70,000-89,999	13	14	14	19	21	20	16	18	17
90,000-109,999	8	9	9	14	17	15	11	13	12
110,000-149,999	7	6	7	14	12	13	10	9	10
150,000-189,999	4	2	3	4	4	4	4	3	3
190,000-229,999	2	2	2	3	3	3	3	2	2
230,000-269,999	2	1	2	2	2	2	2	2	2
270,000+	7	8	8	8	6	7	8	7	7
Total	100	100	100	100	100	100	100	100	100

Table 3.4 shows that the average monthly wage of citizens for all sectors was Tshs. 182,188.16. The parastatal profit-making sector recorded the highest average monthly wage of Tshs. 325,486.66 and the local government (district) sector registered the lowest monthly average wage of Tshs. 116,803.65. The average monthly wages of male citizens were higher in all the sectors as compared to those of females.

The overall average casual wage per day for adult citizen employees was Tshs. 1,871.14 while the local government (urban) sector paid the highest average casual wage per day of Tshs. 3,611.63 as compared to the local government (district) sector, which paid the lowest casual wage per day of Tshs. 1,138.40.

Table 3.4: Average wage of citizen employees by sector and sex

Sector	Citizen			All casual Tshs per day
	Male	Female	Total	
Private profit making institutions	158,303.54	143,525.75	150,914.64	1,229.19
Private non-profit making institutions	161,189.18	121,964.35	141,576.76	1,674.14
Cooperatives	131,898.74	126,873.76	129,386.25	1,761.53
Central government	187,859.33	136,744.45	162,301.89	2,010.00
Local government(urban)	140,116.40	107,861.31	123,988.86	3,611.63
Local government(district)	125,723.16	107,884.14	116,803.65	1,138.40
Parastatal profit making institutions	368,584.30	282,389.03	325,486.66	1,752.04
Parastatal non-profit making institutions	372,065.71	242,027.41	307,046.56	1,792.16
Total	205,717.54	158,658.78	182,188.16	1,871.14

Figure 3.1: Average wage of citizens by sector and sex

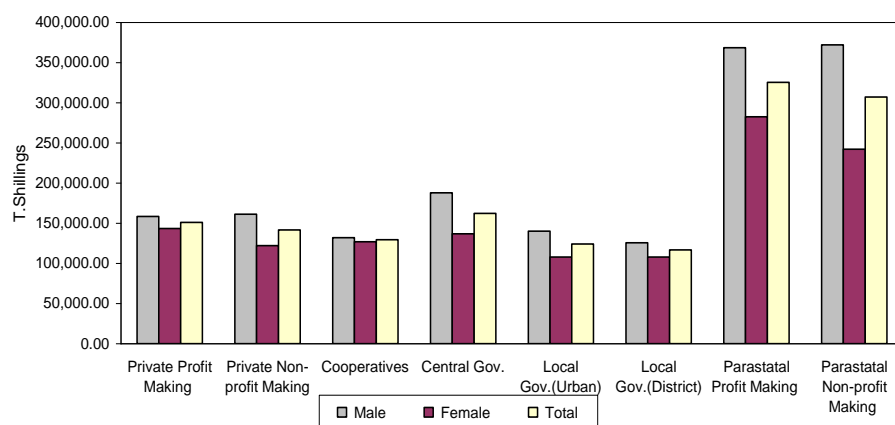


Table 3.5 shows that of all adult citizens earning 550,000/= and above, 40% were in the community services sector and 30.0% were in finance sector. The community services sector also accounted for 35.4% of those earning 510,000/= to 549,999/=. The pattern is similar for all wage groups except for those earning less than 30,000/= per month. Commerce accounted for the highest percentages (38.0%) of those in the income bracket of under 30,000/= per month. On the other hand mining and quarrying, public utilities and finance recorded the lowest percentages in the said group above.

Table 3.5: Composition of total regular adult citizen employees by wage group and major industries (%)

Wage groups in Tshs per month."000"																		
Industry	Under 30	30- < 50	50-< 70	70 < 90	90-< 110	110-< 150	150-< 190	190-< 230	230-< 270	270-< 310	310-< 350	350-< 390	390-< 430	430-< 470	470-< 510	510-<550	550 +	Total
Agriculture	27	17	9.2	9	7.5	7	5.8	3.9	2.1	1.9	1.3	1.9	2.4	3	1.2	2	2.4	6.2
Mining & quarrying	0	0.7	0.8	0.5	0.7	0.8	2.3	1.9	1.5	1.9	1.2	1.3	0.7	0.9	2.8	0.2	0.4	1.1
Manufacturing	18	15	5.4	4.4	3	3.1	7.2	7	8.9	5.7	5	8.3	5.6	8.3	8.8	6.9	4.9	7.4
Public utilities	0.2	1.8	3	2.2	1.9	2.2	2.1	7.8	11	2.7	8.8	5.8	1.1	1.2	4.5	3.5	2.4	3.6
Construction	1.4	3.4	3.4	1.8	1.1	1.6	2.4	3.1	1.7	2.7	1.5	1.8	1.8	2.3	4.8	4.6	2.5	2.5
Commerce	38	21	5	3.2	3	3.3	6.8	6	6.5	5.5	4.8	5.8	5.4	6.9	3.4	5.1	7.2	8
Transport and communication	2.6	4.2	2.2	2.5	3	5.5	9.2	21	18	34	5.7	15	6.5	19	10	9.5	10	11
Finance	0.2	1.4	2.4	3.3	3.1	3.5	9.5	12	21	20	32	34	45	36	31	33	30	19
Community services	13	36	69	73	77	73	55	37	30	25	39	26	32	23	33	35	40	42
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Figure 3 .2: Composition of total regular adult citizen employees by wage group and major industries (%)

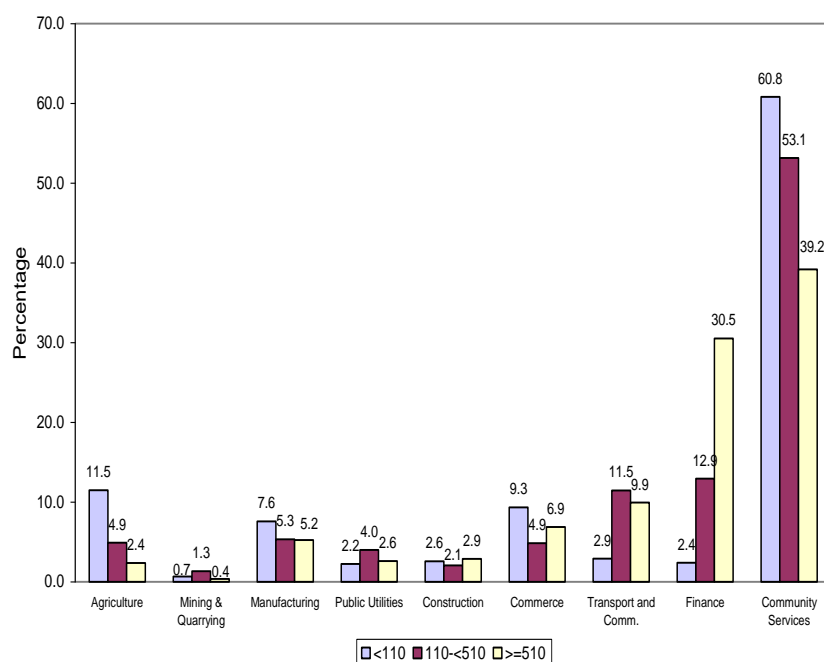


Table 3.6 reveals that Dar es salaam accounted the highest share of regular adult citizen employees in every wage groups in comparison with other regions. The majority of the regular adult citizen employees were in the Tshs. 50,000 to Tshs. 69,999 wage group (24%) and Tshs. 30,000 to Tshs. 49,999 wage group (18%). The employees are more concentrated in Dar es salaam, Iringa, Arusha, Morogoro, Dodoma and Kilimanjaro regions.

Table 3.6: Composition of total regular adult citizen employees by wage group and regions (%)

Tshs."000"

Region	Under 30	30-<50	50-<70	70-<90	90-<110	110-<150	150-<190	190-<230	230-<270	270-<310	310-<350	350-<390	390-<430	430-<470	470-<510	510-<550	550 +	Total
Dodoma	0.1	0.7	1.4	1	0.9	0.6	0.2	0.1	0.1	0.1	0.1	0	0	0	0	0	0	5.3
Arusha	0.4	1.5	1.4	0.8	0.5	0.5	0.3	0.2	0.1	0.1	0.1	0	0	0	0	0	0.1	5.9
Kilimanjaro	0.1	0.9	1.1	0.8	0.6	0.7	0.2	0.1	0.1	0.1	0	0	0	0	0	0	0	4.8
Tanga	0.2	0.9	0.8	0.6	0.5	0.3	0.1	0.1	0.1	0.1	0.1	0	0	0	0	0	0	3.9
Morogoro	0.2	0.9	1.3	1	0.8	0.5	0.2	0.1	0.1	0.1	0.1	0	0	0	0	0	0.1	5.4
Pwani	0.1	0.2	0.5	0.4	0.3	0.3	0	0	0	0	0	0	0	0	0	0	0	1.9
Dar es salaam	0.6	5.5	5	3.9	2.5	2.5	1.5	1.1	0.8	0.9	0.6	0.5	0.4	0.3	0.2	0.2	1.1	27.6
Lindi	0	0.1	0.5	0.3	0.3	0.2	0.1	0	0	0	0	0	0	0	0	0	0	1.7
Mtwara	0	0.3	0.7	0.5	0.2	0.3	0.1	0.1	0.1	0	0	0	0	0	0	0	0	2.3
Ruvuma	0	0.5	0.7	0.6	0.4	0.6	0.1	0	0	0	0	0	0	0	0	0	0	3.2
Iringa	0.3	2.1	1.2	1	0.7	0.6	0.1	0.1	0.1	0	0.1	0	0	0	0	0	0	6.5
Mbeya	0.1	0.8	1.2	0.8	0.7	0.6	0.2	0.1	0.1	0	0	0	0	0	0	0	0	4.6
Singida	0	0.5	0.8	0.5	0.3	0.2	0.1	0.1	0.1	0	0	0	0	0	0	0	0	2.7
Tabora	0.1	0.4	0.8	0.6	0.3	0.3	0.1	0.1	0.1	0	0	0	0	0	0	0	0	2.8
Rukwa	0	0.3	0.7	0.4	0.2	0.2	0	0	0	0	0	0	0	0	0	0	0	2.1
Kigoma	0	0.2	0.4	0.5	0.4	0.4	0.1	0	0	0	0	0	0	0	0	0	0	2.1
Shinyanga	0.1	0.3	0.9	0.8	0.6	0.4	0.1	0.1	0	0	0	0	0	0	0	0	0	3.4
Kagera	0.3	0.6	1.2	0.5	0.3	0.3	0.2	0.1	0.1	0	0	0	0	0	0	0	0	3.8
Mwanza	0	0.7	1	1	0.6	0.6	0.1	0.1	0.1	0	0	0	0	0	0	0	0	4.5
Mara	0	0.3	1	0.7	0.6	0.3	0.1	0.1	0	0	0	0	0	0	0	0	0	3.1
Manyara	0	0.3	0.8	0.6	0.4	0.2	0.1	0	0	0	0	0	0	0	0	0	0	2.4
Total	2.8	18	24	17	12	11	3.7	2.7	2	1.7	1.4	0.9	0.7	0.5	0.4	0.3	1.7	100

Table 3.7 to 3.9 presents the absolute figures of the regular employees

Table 3.7: Distribution of adult citizen regular employees by wage group by sector and gender

Wage group	Private			Public			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	9,550	6,693	16,243	0	0	0	9,550	6,693	16,243
30,000-49,999	58,296	19,439	77,735	31,579	13,515	45,094	89,875	32,954	122,829
50,000-69,999	39,635	17,128	56,763	69,162	32,501	101,663	108,797	49,629	158,426
70,000-89,999	25,238	10,803	36,041	51,744	26,467	78,212	76,982	37,270	114,252
90,000-109,999	16,128	6,704	22,832	37,750	21,077	58,828	53,879	27,781	81,660
110,000-149,999	14,151	4,714	18,865	37,308	14,965	52,273	51,459	19,679	71,138
150,000-189,999	7,130	1,748	8,878	11,040	4,625	15,665	18,170	6,373	24,543
190,000-229,999	4,194	1,223	5,417	8,809	3,686	12,495	13,003	4,909	17,912
230,000-269,999	3,746	1,047	4,793	6,260	2,677	8,937	10,006	3,724	13,730
270,000-309,999	2,641	1,018	3,659	5,457	2,023	7,480	8,098	3,041	11,139
310,000-349,999	2,399	1,062	3,461	3,925	1,884	5,809	6,324	2,945	9,269
350,000-389,999	1,208	871	2,079	2,697	1,100	3,798	3,905	1,972	5,877
390,000-429,999	1,492	804	2,296	1,764	747	2,510	3,256	1,551	4,807
430,000-469,999	982	383	1,365	1,291	416	1,707	2,273	799	3,072
470,000-599,999	823	297	1,120	969	360	1,329	1,792	657	2,449
510,000-549,999	457	578	1,035	1,044	265	1,309	1,501	843	2,344
550,000+	4,169	753	4,921	5,401	1,057	6,458	9,570	1,809	11,379
Total	192,241	75,264	267,504	276,200	127,366	403,566	468,441	202,630	671,070

Table 3.8: Regular adult citizen employees by wage group and by major industries

Industry	Under 30	30-<50	50-<70	70-<90	90-<110	110-<150	150-<190	190-<230	230-<270	270-<310	310-<350	350-<390	390-<430	430-<470	470-<510	510-<550	550 +	Total
Agriculture	4,955	20,704	14,601	10,282	6,129	4,946	1,425	698	287	217	124	114	117	93	28	48	278	65,046
Mining & quarrying	0	884	1,222	612	546	539	555	343	209	213	113	74	34	27	70	5	46	5,492
Manufacturing	3,400	17,860	8,583	5,018	2,470	2,172	1,763	1,262	1,226	636	468	488	268	256	216	162	557	46,806
Public utilities	36	2,196	4,786	2,462	1,573	1,533	513	1,397	1,436	306	819	343	55	38	111	83	276	17,963
Construction	257	4,109	5,428	2,064	912	1,163	601	546	239	302	136	103	85	70	118	107	288	16,529
Commerce	7,025	25,142	7,856	3,605	2,461	2,366	1,665	1,074	896	609	446	339	260	213	84	120	825	54,986
Transport and comm.	487	5,015	3,445	2,892	2,483	3,901	2,261	3,769	2,470	3,835	530	872	314	569	253	222	1,142	34,458
Finance	39	1,646	3,833	3,763	2,498	2,524	2,339	2,218	2,847	2,254	3,007	1,995	2,159	1,089	765	769	3,420	37,167
Community services	2,427	42,890	108,672	83,554	62,588	51,995	13,421	6,603	4,121	2,767	3,626	1,548	1,515	717	804	829	4,546	392,623
Total	18,626	120,446	158,426	114,252	81,660	71,138	24,543	17,912	13,730	11,139	9,269	5,877	4,807	3,072	2,449	2,344	11,379	671,070

Table 3.9: Regular adult citizen employees by wage group and by region

Region	Under 30	30-<50	50-<70	70-<90	90-<110	110-<150	150-<190	190-<230	230-<270	270-<310	310-<350	350-<390	390-<430	430-<470	470-<510	510-<550	550 +	Total
Dodoma	486	4,597	9,545	6,785	5,883	3,911	1,121	816	527	393	411	178	169	52	73	94	311	35,351
Arusha	2,963	10,212	9,240	5,194	3,183	3,105	1,755	1,027	793	457	559	246	218	140	136	41	382	39,652
K'manjaro	792	5,732	7,498	5,097	3,916	4,509	1,409	831	505	432	274	221	178	122	66	47	281	31,911
Tanga	1,515	5,710	5,647	4,070	3,266	2,122	818	801	604	399	378	139	120	80	81	48	304	26,100
Morogoro	1,138	6,267	8,594	6,410	5,505	3,332	1,189	685	966	351	486	275	132	27	114	70	444	35,986
Pwani	429	1,529	3,056	2,577	1,791	1,863	332	200	164	118	135	44	60	8	37	16	103	12,460
Dar es salaam	3,728	36,909	33,582	25,880	16,748	17,020	9,737	7,462	5,520	6,202	4,156	3,379	2,632	2,044	1,476	1,610	7,428	185,515
Lindi	33	813	3,331	2,190	2,185	1,308	412	239	271	157	219	67	100	17	18	66	151	11,577
Mtwara	208	1,761	4,894	3,334	1,644	1,867	432	442	363	192	142	70	76	50	47	11	137	15,668
Ruvuma	259	3,286	5,030	3,760	2,802	4,195	661	324	285	194	231	148	68	33	16	31	125	21,446
Iringa	2,184	13,879	8,253	6,910	5,016	4,332	725	447	370	247	415	157	85	56	34	49	304	43,462
Mbeya	918	5,134	7,904	5,578	4,470	3,777	1,170	608	461	261	265	156	92	35	69	33	163	31,095
Singida	296	3,675	5,560	3,176	1,856	1,183	486	465	360	178	286	86	152	121	42	20	216	18,157
Tabora	345	2,753	5,439	3,698	2,264	1,826	680	371	356	153	185	116	61	55	47	26	135	18,511
Rukwa	119	1,848	4,486	2,931	1,652	1,477	283	332	289	257	149	45	51	37	21	19	137	14,128
Kigoma	118	1,437	2,976	3,052	2,563	2,545	350	208	174	186	142	71	39	10	18	10	69	13,967
S'nyanga	410	2,120	5,960	5,402	4,252	2,920	410	478	294	235	158	71	84	16	40	32	133	23,016
Kagera	1,959	3,875	8,309	3,236	2,330	2,338	1,033	912	658	218	229	164	179	65	20	17	226	25,769
Mwanza	255	4,915	6,894	6,838	3,816	4,277	757	709	349	324	322	176	207	45	64	63	277	30,287
Mara	325	1,982	7,043	4,382	3,946	1,894	439	356	215	138	114	65	60	5	20	22	54	21,060
Manyara	148	2,012	5,190	3,751	2,573	1,338	345	202	206	49	11	1	44	53	9	22	0	15,954
Total	18,626	120,446	158,426	114,252	81,660	71,138	24,543	17,912	13,730	11,139	9,269	5,877	4,807	3,072	2,449	2,344	11,379	671,070

CHAPTER FOUR : CASH EARNINGS PROFILE

4.1 Introduction

Earnings are a major part of income to employees and in this respect are to a great extent a measure of the level of living of the workers and welfare of their families in general. The poverty reduction strategy (PRS) targets recognize employment as a crucial dimension of the reduction of income poverty².

This section gives information of earnings of formal sector employees in 2002. This information can help to identify which groups of employees are at risk of living in poverty.

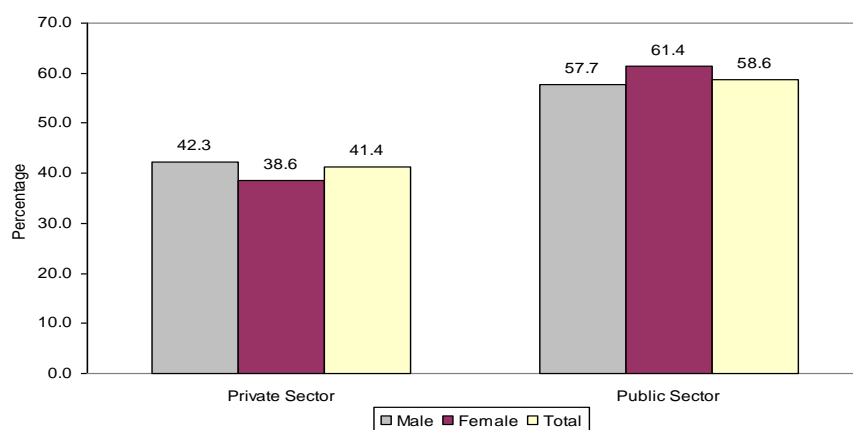
4.2 Earnings by sector

The total annual earnings of the employees in the formal sector were estimated to be Tshs. 1,531,203.2 million. Employees in the public and private sectors accounted for 58.6% and 41.4% of the receipts respectively.

Table 4.1: Annual earnings by broad sector and gender

Sector	Total annual earnings (million Tshs)			
	Male	Female	Young	Total
Private sector	477,658.10	155,448.90	330.30	633,437.30
Public sector	650,351.60	247,414.30	0.00	897,765.90
Total	1,128,009.70	402,863.20	330.30	1,531,203.20

Figure 4.1: Annual earnings by broad sector and gender



² Poverty and Human Development Report 2001/2002

Table 4.2 shows that employees in the government sub-sector (central and local governments) have the highest earnings of about 39.9% of total earnings. Employees of the private profit making institutions earned 34% of total earnings while those in cooperatives recorded the lowest share 1.6% only.

Table 4.2: Composition of annual earnings by sector and gender (%)

Sector	All employees			
	Male	Female	Young	Total
Private sector				
Private profit making institutions	25.9	8.0	0.0	34.0
Private non-profit making institutions	4.1	1.7	0.0	5.9
Cooperatives	1.2	0.4	0.0	1.6
Sub total	31.2	10.2	0.0	41.4
Public sector				
Central government	17.8	6.5	0.0	24.2
Local government(urban)	1.8	1.9	0.0	3.7
Local government(district)	8.8	3.2	0.0	12.0
Parastatal profit making institutions	11.6	3.8	0.0	15.4
Parastatal non-profit making institutions	2.5	0.8	0.0	3.3
Sub total	42.5	16.2	0.0	58.6
Total	73.7	26.3	0.0	100.0

Figure 4.2: Composition of annual earning by sector and gender

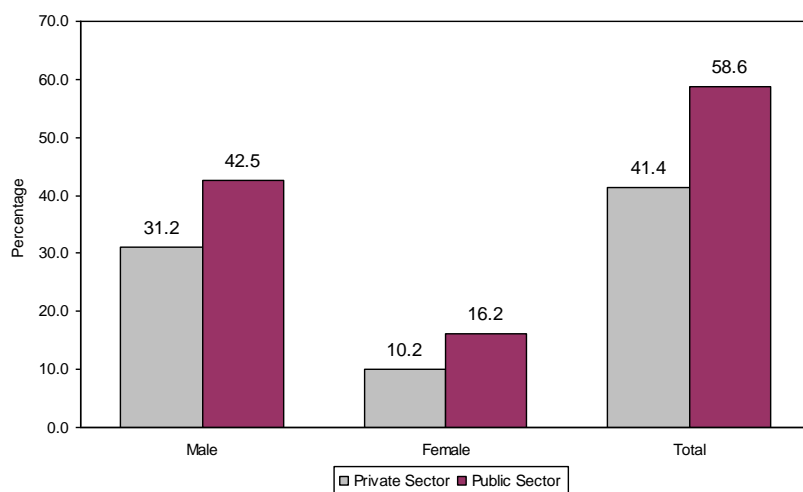


Table 4.3 shows that, earnings between male and female workers varied significantly in both the public and the private sectors. The private sector, which employed the majority of workers in the country paid between Tshs. 120,871 per employee in cooperatives and Tshs. 135,721 per employee in private business firms. Employees of the public sector earned between Tshs. 114,428 in local government (district) and Tshs. 315,599 in parastatal profit making institutions. On average a government employee earned Tshs. 134,154 per month.

The monthly average earnings differ considerably across sectors and between male and female employees. In the public sector, a male worker earned on average between Tshs. 119,346 and Tshs. 361,826 per month while a female worker earned between Tshs. 104,506 and Tshs. 271,988. Monthly average earnings were lowest in the private sector for both male and female workers. A male worker of the private sector earned between Tshs. 124,658 and Tshs. 157,063 and a female worker earned between Tshs. 121,431 and Tshs. 130,551. Generally, female workers earned less than their male counterparts regardless of the sector.

Table 4.3: Monthly average earnings by sector and gender (Tshs)

Sector	All employees			
	Male	Female	Young	Total
Private sector				
Private profit making institutions	143,611	130,551	62,256	135,721
Private non-profit making institutions	157,063	125,186	93,625	145,338
Cooperatives	124,658	121,431	0	120,871
Sub total	141,777	125,723	77,941	133,977
Public sector				
Central government	177,059	127,446	0	163,221
Local government(urban)	135,208	104,506	0	124,813
Local government(district)	119,346	104,897	0	114,428
Parastatal profit making institutions	348,036	271,988	0	315,599
Parastatal non-profit making	361,826	240,359	0	305,189
Sub total	228,295	169,839	0	204,650
Total	195,851	153,296	77,941	178,147

4.3: Earnings by terms of employment

Based on their terms of employment, there were two categories of employees - regular and casual. Table 4.4 depicts that regular and casual employees earned 96.3% and 3.7% of annual earnings respectively.

Table 4.4: Composition of annual cash earnings of regular and casual employees by sector (%)

Sector	Regular employees				Casual employees			
	Male	Female	Young	Total	Male	Female	Young	Total
Private sector								
Private profit making institutions	23.8	7.6	0.0	31.4	2.1	0.5	0.0	2.5
Private non-profit making institutions	4.0	1.7	0.0	5.7	0.1	0.0	0.0	0.2
Cooperatives	1.2	0.4	0.0	1.5	0.0	0.0	0.0	0.0
Sub total	29.0	9.6	0.0	38.6	2.2	0.5	0.0	2.8
Public sector								
Central government	17.4	6.4	0.0	23.7	0.4	0.1	0.0	0.5
Local government(urban)	1.8	1.9	0.0	3.6	0.1	0.0	0.0	0.1
Local government(district)	8.6	3.2	0.0	11.8	0.2	0.0	0.0	0.2
Parastatal profit making institutions	11.5	3.8	0.0	15.2	0.2	0.0	0.0	0.2
Parastatal non-profit making institutions	2.5	0.8	0.0	3.3	0.0	0.0	0.0	0.0
Sub total	41.7	16.0	0.0	57.7	0.8	0.2	0.0	1.0
Total	70.6	25.6	0.0	96.3	3.0	0.7	0.0	3.7

Figure 4.3: Composition of annual cash earnings of regular and casual employees



Table 4.5 shows that, regular employees of the public sector earned 59.9% while those of the private sector earned 40.1 %.

Table 4.5: Composition of annual cash earnings of regular employees by sector (%)

Sector	Regular employees			
	Male	Female	Young	Total
Private sector				
Private profit making institutions	24.8	7.9	0.0	32.6
Private non-profit making institutions	4.1	1.8	0.0	5.9
Cooperatives	1.2	0.4	0.0	1.6
Sub total	30.1	10.0	0.0	40.1
Public sector				
Central government	18.1	6.6	0.0	24.6
Local government(urban)	1.8	1.9	0.0	3.8
Local government(district)	8.9	3.3	0.0	12.3
Parastatal profit making institutions	11.9	3.9	0.0	15.8
Parastatal non-profit making institutions	2.6	0.8	0.0	3.4
Sub total	43.3	16.6	0.0	59.9
Total	73.4	26.6	0.0	100.0

4.4: Average monthly earnings by terms of employment

Generally, regular employees were better remunerated than the casual workers. Table 4.6 shows that the average monthly earnings of regular employees was Tshs. 188,618. This is above the average for all employees of Tshs. 178,147 as given in table 4.3 above. However, there are considerable variations across sectors and between female and male

regular workers. Further results reveals that public regular employees earned between Tshs. 120,347 in local government (district) and Tshs. 334,370 in parastatal

profit making compared to between Tshs. 126,431 in cooperatives and Tshs. 159,577 in the private profit-making firms.

Table 4.6 and figure 4.6 show that female regular employees have a lower average earning than their male counterparts in both public and private sectors. In public sector where workers were better remunerated, regular male employees earned between Tshs. 125,202 and Tshs. 364,212 whereas female workers earned between Tshs. 89,293 and Tshs. 251,364. Male and female workers in private sector earned between Tshs. 128,667 and Tshs. 166,715 and between Tshs. 106,760 and Tshs.123,351 respectively.

Table 4.6: Monthly average earnings of regular employees

Sector	Male	Female	Young	Total
Private sector				
Private profit making institutions	165,582	122,897	82,213	159,577
Private non-profit making institutions	166,715	123,351	93,625	155,080
Cooperatives	128,667	106,760		126,431
Sub total	153,655	117,669	87,919	147,029
Public sector				
Central government	186,884	123,787		173,166
Local government(urban)	139,664	96,773		130,668
Local government(district)	125,202	89,293		120,347
Parastatal profit making institutions	364,212	251,364		334,370
Parastatal non-profit making institutions	362,102	215,843		309,303
Sub total	235,613	155,412		213,571
Total	204,879	141,258	87,919	188,618

Figure 4.4: Monthly average earnings of regular employees

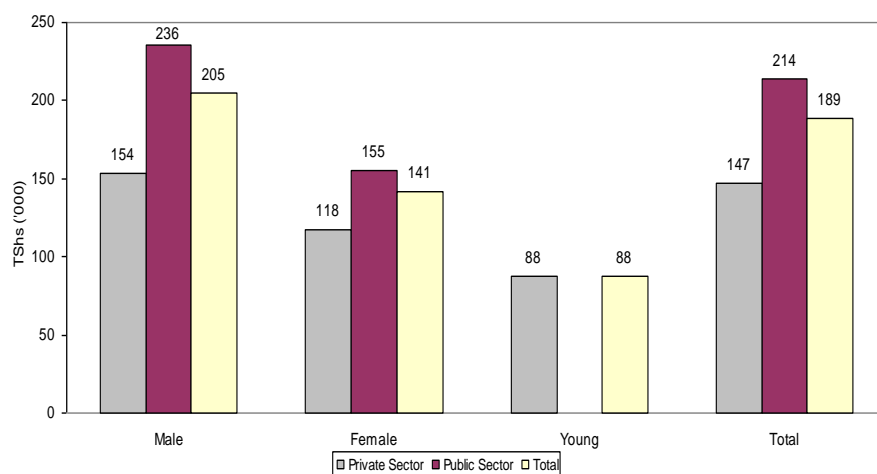
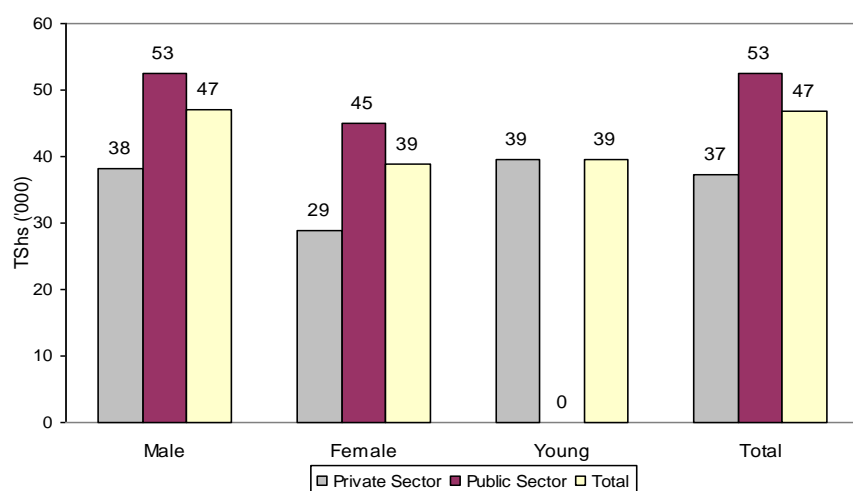


Table 4.7 shows that average earnings of casual employees were four times less than the regular employee earnings. Average casual earnings ranged between Tshs. 25,290 in cooperatives and Tshs. 91,357 in central government.

Table 4.7: Average earnings of casual employees, Tshs per month

Sector	Male	Female	Young	Total
Private sector				
Private profit making institutions	38,270	27,201	39,448	34,011
Private non-profit making institutions	50,424	35,706		52,193
Cooperatives	25,592	23,556		25,290
Sub total	38,095	28,821	39,448	37,165
Public sector				
Central government	90,963	69,998		91,357
Local government(urban)	41,570	35,827		44,195
Local government(district)	34,185	32,878		34,503
Parastatal profit making institutions	59,414	37,210		49,257
Parastatal non-profit making institutions	36,596	49,271		43,716
Sub total	52,546	45,037		52,605
Total	47,127	38,956	39,448	46,815

Figure 4.5: Average earnings of casual employees, Tshs per month



Field Code Changed

4.5: Earnings of adult citizen employees in regular employment

Table 4.8 reveal that average per capita earnings of adult citizen workers in the public sector are slightly higher than those in private sector regardless of gender.

Table 4.8: Employed adult citizen and annual earnings by broad sector and gender

Sector	Number of employees			Total annual earnings (million Tshs)		
	Male	Female	Total	Male	Female	Total
Private sector	192,241	75,264	267,504	391,788	137,471	529,259
Public sector	276,200	127,366	403,566	633,556	243,745	877,301
Total	468,441	202,630	671,070	1,025,344	381,216	1,406,560

4.6: Earnings of adult non-citizens

The terms of employment for non-citizens are usually different from those of citizens. Normally, they do not receive the whole of their salaries or wages but instead a bigger part of it is remitted back to their countries of origin. In this regard earnings of this category of workers in the country cannot be compared to earnings of other categories.

Table 4.9 shows that the earnings for regular non-citizen employees in private sector accounted for 91.8% of their total earnings while public sector accounts for only 8.2 % . Among these earnings, female employees in private sectors have the highest share of

93.5% compared to their male counterparts (91.5%). On the other hand male have the higher proportion of earnings (8.5%) in public sector than females. There was no information on their remittances.

Table 4.9: Annual cash earnings of adult non-citizens

Sector	(Million Tshs)		
	Male	Female	Total
Private sector			
Private profit making institutions	78.1	43.5	72.5
Private non-profit making institutions	13.4	50.0	19.3
Cooperatives	0.0	0.0	0.0
Sub total	91.5	93.5	91.8
Public sector	0.0	0.0	0.0
Central government	1.2	1.8	1.3
Local government(urban)	0.3	0.0	0.3
Local government(district)	0.3	0.3	0.3
Parastatal profit making institutions	4.9	3.1	4.6
Parastatal non-profit making institutions	1.7	1.4	1.6
Sub total	8.5	6.5	8.2
Total	100.0	100.0	100.0

4.7: Total annual cash earnings in different industrial divisions

Table 4.10 shows that about a half of all employees' earnings came from community services. The finance (12.9 %) and agriculture (7.7 %) divisions were the second and third in relation to employees' earnings respectively. In total, the three industrial sectors paid their workers 70.6% of all employees' annual earnings.

Table 4.10: Composition of annual cash earnings of all employees by industry major division (%)

Industry	Male	Female	Young	Total
Agriculture	6.5	1.2	0.0	7.7
Mining & quarrying	1.0	0.1	0.0	1.0
Manufacturing	6.2	1.1	0.0	7.3
Public utilities	2.4	0.5	0.0	2.9
Construction	2.7	0.3	0.0	3.0
Commerce	5.0	1.2	0.0	6.1
Transport and communication	6.4	1.6	0.0	8.0
Finance	8.9	4.0	0.0	12.9
Community services	34.6	16.4	0.0	51.0
Total	73.7	26.3	0.0	100.0

4.8: Earnings of regular and casual workers

Tables 4.11 indicate that earnings of employees differ across sectors. Employees in cooperatives, local government (urban) and parastatal non profit making institutions accounted for lower total earnings compared to workers in other sectors.

Table 4.11: Annual cash earnings by sector and gender (Tshs million)

Sector	All employees			
	Male	Female	Young	Total
Private sector				
Private profit making institutions	396,582.20	123,122.60	303.40	520,008.30
Private non-profit making institutions	62,914.60	26,700.30	26.80	89,641.70
Cooperatives	18,161.30	5,626.00	0.00	23,787.30
Sub total	477,658.10	155,448.90	330.30	633,437.30
Public sector				
Central government	272,296.90	98,834.50	0.00	371,131.40
Local government(urban)	27,970.00	28,854.90	0.00	56,824.90
Local government(district)	134,184.60	49,376.90	0.00	183,561.50
Parastatal profit making institutions	177,779.80	58,420.50	0.00	236,200.30
Parastatal non-profit making institutions	38,120.20	11,927.60	0.00	50,047.80
Sub total	650,351.60	247,414.30	0.00	897,765.90
Total	1,128,009.70	402,863.20	330.30	1,531,203.20

Table 4.12 shows that, annual cash earnings of regular employees in cooperatives, local government (urban) and parastatal non profit making institutions ranged from Tshs. 23,140.50 million to Tshs 55,448.30 million. Cash earnings of regular employees in other sectors were between Tshs 86,972.70 million and Tshs 882,781.20 million.

Table 4.12: Annual cash earnings of regular employees

(Tshs million)

Sector	Regular employees			
	Male	Female	Young	Total
Private sector				
Private profit making institutions	364,935.50	116,085.50	70.40	481,091.40
Private non-profit making institutions	60,772.60	25,993.30	26.80	86,792.70
Cooperatives	17,627.50	5,513.00	0.00	23,140.50
Sub total	443,335.60	147,591.80	97.20	591,024.60
Public sector				
Central government	266,025.40	97,235.70	0.00	363,261.10
Local government (urban)	27,052.80	28,395.50	0.00	55,448.30
Local government (district)	131,760.90	49,066.20	0.00	180,827.00
Parastatal profit making institutions	175,462.80	57,860.60	0.00	233,323.40
Parastatal non-profit making institutions	38,029.30	11,892.00	0.00	49,921.30
Sub total	638,331.20	244,450.00	0.00	882,781.20
Total	1,081,666.80	392,041.80	97.20	1,473,805.80

Table 4.13 reveals that casual employees in cooperatives and parastatal non profit making institutions accounted for lower total earnings as compared to workers in other sectors. Annual cash earnings of casual employees in these two sectors ranged from Tshs 126.5 million to Tshs 646.8 million while the annual earnings of casual employees in other sectors ranged from Tshs 1,376.60 million to Tshs 38,722.40 million.

Table 4.13: Annual cash earnings of casual employees

(Tshs million)

Sector	Casual employees			
	Male	Female	Young	Total
Private sector				
Private profit making institutions	31,646.80	7,037.10	233.00	38,722.40
Private non-profit making institutions	2,142.00	707.00	0.00	2,849.00
Cooperatives	533.80	113.00	0.00	646.80
Sub total	34,322.60	7,857.20	233.00	42,218.20
Public sector				
Central government	6,271.50	1,598.70	0.00	7,877.20
Local government(urban)	917.20	459.40	0.00	1,376.60
Local government(district)	2,423.70	310.70	0.00	2,715.50
Parastatal profit making institutions	2,317.00	559.90	0.00	2,876.90
Parastatal non-profit making institutions	90.90	35.60	0.00	126.50
Sub total	12,020.40	2,964.30	0.00	14,972.60
Total	46,342.90	10,821.40	233.00	57,190.90

Table 4.14 shows that employees of firms dealing with public utilities, construction and mining and quarrying accounted for lower total earnings compared to workers of other firms or establishments. Annual cash earnings of regular employees of these three establishments ranged from Tshs. 15,356.5 million to Tshs 42,562.1 million. Cash earnings of regular employees of other establishments were between Tshs 91,660.1 million and Tshs 767,822.1 million.

Table 4.14: Annual cash earnings of all regular employees by major industry (Tshs million)

Industry	All regular employees annual earnings			
	Male	Female	Young	Total
Agriculture	86,023.90	15,166.40	8.20	101,198.40
Mining & quarrying	14,492.50	864.00	0	15,356.50
Manufacturing	85,882.80	14,311.20	42.50	100,236.40
Public utilities	35,403.20	7,158.90	0	42,562.10
Construction	34,218.80	4,620.50	0	38,839.30
Commerce	74,401.90	17,246.10	12.20	91,660.10
Transport and communication	95,825.40	23,805.90	0	119,631.30
Finance	135,405.40	61,094.10	0	196,499.50
Community services	520,012.90	247,774.90	34.40	767,822.10
Total	1,081,666.80	392,041.80	97.20	1,473,805.80

Table 4.15 shows that casual employees in mining and quarrying, finance and public utilities received lower total earnings compared to workers in other firms. Annual cash earnings of casual employees of these three industrial divisions ranged from Tshs 146.7 million to Tshs 1,741.6 million while the annual earnings of casual employees of workers of other establishments ranges from Tshs 2,365.4 million to Tshs 17,301.7 million.

Table 4.15: Annual cash earnings of all casual employees by major industry (Tshs million)

Industry	All casual employees annual earnings			
	Male	Female	Young	Total
Agriculture	13,644.10	3,524.30	133.30	17,301.70
Mining & quarrying	89.10	32.40	25.20	146.70
Manufacturing	8,426.80	2,893.80	57.60	11,378.20
Public utilities	1,526.40	215.20	0	1,741.60
Construction	6,398.20	465.60	0	6,863.80
Commerce	1,655.80	700.40	9.30	2,365.40
Transport and communication	2,779.10	306.00	0	3,085.10
Finance	1,545.50	48.00	0	1,593.50
Community services	10,278.00	2,635.70	7.70	12,921.30
Total	46,342.90	10,821.40	233.00	57,397.40

Tables 4.16 – 4.21 Indicates earnings of employees across sectors**Table 4.16: Employed adult citizens by sector and gender**

Sector	All employed citizens		
	Male	Female	Total
Private sector			
Private profit making institutions	153,769	57,149	210,918
Private non-profit making institutions	27,932	14,531	42,463
Cooperatives	10,540	3,584	14,123
Sub total	192,241	75,264	267,504
Public sector			
Central government	112,372	51,983	164,356
Local government(urban)	16,090	18,335	34,425
Local government(district)	87,184	35,527	122,712
Parastatal profit making institutions	52,976	17,754	70,730
Parastatal non-profit making institutions	7,577	3,767	11,344
Sub total	276,200	127,366	403,566
Total	468,441	202,630	671,070

Table 4.17: Annual cash earnings of adult citizen by sector and gender (Tshs million)

Sector	Earning of adult citizens		
	Male	Female	Total
Private sector			
Private profit making institutions	352,587.70	118,417.80	471,005.40
Private non-profit making institutions	55,361.90	21,284.00	76,645.90
Cooperatives	18,161.30	5,626.00	23,787.30
Sub total	426,110.90	145,327.70	571,438.60
Public sector			
Central government	271,600.40	98,638.80	370,239.20
Local government(urban)	27,778.50	28,854.90	56,633.40
Local government(district)	133,994.80	49,348.10	183,342.80
Parastatal profit making institutions	175,025.40	58,088.10	233,113.60
Parastatal non-profit making institutions	37,177.40	11,779.40	48,956.70
Sub total	645,576.50	246,709.30	892,285.80
Total	1,071,687.40	392,037.00	1,463,724.40

Table 4.18: Total employment by major industrial division

Industry	All employees			
	Male	Female	Young	Total
Agriculture	76,577	23,363	204	100,144
Mining & quarrying	5,395	487	125	6,007
Manufacturing	113,382	44,087	34	157,503
Public utilities	18,398	3,345	0	21,743
Construction	40,617	3,430	0	44,047
Commerce	62,416	29,693	67	92,177
Transport and communication	34,928	8,209	0	43,137
Finance	28,857	11,634	0	40,491
Community services	270,287	149,684	396	420,366
Total	650,857	273,931	826	925,613

Table 4.19: Annual cash earnings of all employees by industry major division (Tshs million)

Industry	All employees annual earnings			
	Male	Female	Young	Total
Agriculture	99,668.00	18,690.70	141.50	118,500.20
Mining & quarrying	14,581.50	896.40	25.20	15,503.20
Manufacturing	94,309.60	17,204.90	100.10	111,614.60
Public utilities	36,929.60	7,374.10	0	44,303.70
Construction	40,617.00	5,086.20	0	45,703.10
Commerce	76,057.70	17,946.40	21.50	94,025.60
Transport and communication	98,604.50	24,111.80	0	122,716.30
Finance	136,950.90	61,142.10	0	198,093.00
Community services	530,290.90	250,410.50	42.10	780,743.50
Total	1,128,009.70	402,863.20	330.3	1,531,203.20

Table 4.20: Monthly average earnings by industry (Tshs million)

Description	All sectors			
	All employees			
	Male	Female	Young	Total
Agriculture	127,052	109,721	91,050	121,982
Mining & quarrying	206,931	164,143	16,800	198,598
Manufacturing	112,688	114,821	94,100	109,314
Public utilities	195,219	188,837		191,446
Construction	126,748	118,601		110,625
Commerce	88,291	75,255	39,398	83,689
Transport and communication	232,265	215,536		219,476
Finance	484,682	339,427		434,910
Community services	170,155	127,078	55,583	154,654
Total	193,781	161,491	59,386	180,522

Table 4.21: Monthly average earnings of employees by major industry

Industry	Regular employees				Casual employees			
	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	119,680.10	139,481.80	126,100.00	120,629.10	42,603.70	24,086.70	56,000.00	34,003.00
Mining & quarrying	224,764.70	194,242.00		217,448.60	28,045.40	31,500.00	16,800.00	25,192.10
Manufacturing	140,975.20	132,866.30	169,000.00	136,417.20	33,740.70	26,950.80	44,166.70	35,581.40
Public utilities	199,978.60	203,671.90		201,699.20	55,158.80	39,336.90		54,022.70
Construction	193,400.60	166,969.90		181,861.70	28,507.70	27,909.70		28,517.60
Commerce	92,027.70	76,783.90	42,430.10	86,203.40	31,181.50	23,501.20	33,333.30	24,931.90
Transport and communication	205,757.10	198,509.50		192,640.00	44,045.80	29,682.80		43,248.50
Finance	505,251.10	344,853.80		460,607.80	135,976.20	27,021.30		61,829.30
Community services	152,229.30	118,026.70	59,199.10	141,555.30	42,437.70	35,427.60	37,500.00	43,610.00
Total	203,784.90	175,045.10	99,182.30	193,229.20	49,077.50	29,490.80	37,560.00	38,992.90

Table 4.22: Monthly average earnings of employees in the public sector by major industry

Industry	Regular employees				Casual employees			
	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	147,963.90	120,961.90	0	140,972.40	34,114.60	30,794.30	0	33,290.80
Mining & quarrying	192,652.10	161,324.30	0	187,092.40	36,432.50	34,500.00	0	38,271.70
Manufacturing	219,488.40	158,373.70	0	212,630.20	76,673.10	14,423.10	0	30,344.30
Public utilities	235,356.60	195,671.50	0	226,682.50	30,966.70	39,099.80	0	33,125.00
Construction	145,877.30	112,282.40	0	138,155.60	36,501.90	36,762.50	0	36,703.20
Commerce	166,398.50	134,512.80	0	153,936.20	27,411.80	14,697.20	0	24,944.00
Transport and communication	306,696.50	260,738.30	0	287,154.80	84,063.50	45,209.30	0	81,813.40
Finance	499,371.50	344,411.30	0	438,282.60	77,180.70	36,796.90	0	73,354.70
Community services	194,316.10	139,067.30	0	174,160.70	74,063.00	66,122.50	0	72,230.20
Total average	234,235.70	180,816.00	0	217,674.20	53,045.30	35,378.40	0	47,119.70

CHAPTER FIVE : ANNUAL WAGE BILL PROFILE

Annual wage bill figures given in this chapter comprise gross cash remunerations accrued as earnings of employees and actual cost of free rations paid by employers in respect of their employees. They represent workers claims for furnishing labour for the production of goods or services on behalf of the employer.

Since the first component (earnings) of the wage bill was discussed in the previous chapter, this chapter will pay more attention to the pattern of the second component that is, cost of free rations in various sectors and industries.

As shown in table 5.1, the total annual wage bill was Tshs. 1,555,625.50 million, out of which Tshs. 914,233.40 million were from cash earnings. The free rations formed a mere 1.6 % of the annual wage bill. The highest proportion (2.9 %) of free rations is recorded by the central government

Table 5.1: Annual Wage Bill by Cash, Free Ration and Sector (%) (Tshs Million)

Sector	Cash	Free Ration	Wage Bill	%ages Free Rations as a %age of wage bill
Private Sector				
Private Profit Making Institutions	520,008.30	5,642.10	525,516.20	1.10
Private Non-profit Making Institutions	89,641.70	1,141.10	91,625.00	1.20
Cooperatives	23,787.30	463.60	24,250.90	1.90
Sub Total	633,437.30	7,246.80	641,392.10	1.10
Public Sector				
Central Government	371,131.40	11,268.90	382,841.10	2.90
Local Government(Urban)	56,824.90	133.10	56,958.00	0.20
Local Government(District)	183,561.50	2,326.40	184,761.10	1.30
Parastatal Profit Making Institutions	236,200.30	2,469.70	238,670.10	1.00
Parastatal Non-profit Institutions	50,047.80	955.40	51,003.20	1.90
Sub Total	897,765.90	17,153.40	914,233.40	1.90
Total	1,531,203.20	24,400.30	1,555,625.50	1.60

Table 5.2 shows that community services industry recorded the highest annual wage bill of 46.6 % followed by finance and commerce industries. Mining and quarrying have the lowest share of annual wage bill of only 0.6%. The pattern of annual wage bill is similar in other industries.

Table 5.2: Composition of annual wage bill by industrial major division (%)

Industry	Private	Public	All Sector
Agriculture	4.5	8.6	6.5
Mining & Quarrying	0.9	0.3	0.6
Manufacturing	9.8	2.4	6.1
Public Utilities	0.7	2.3	1.5
Construction	2.1	1.3	1.7
Commerce	22.0	0.8	11.4
Transport and Communication	4.6	8.8	6.7
Finance	22.5	15.3	18.9
Community Services	33.0	60.3	46.6
Grand Total	100	100	100

Table 5.3 below reveals that community services provided the lion's share of free rations followed by agriculture and commerce industries. The least shares of free rations were recorded by mining and quarrying; and public utilities.

Table 5.3: Wage bill by category of employment and industry (Tshs Million)

Industry	Regular	Casual	Free Ration	Wage Bill
Agriculture	101,194.90	17,181.80	2,695.70	121,072.40
Mining & Quarrying	15,356.50	146.70	38.00	15,541.10
Manufacturing	100,097.60	11,320.60	1,587.50	113,005.60
Public Utilities	42,575.30	1,741.20	98.10	44,414.70
Construction	38,596.30	6,844.90	728.70	46,169.90
Commerce	91,610.70	2,356.20	2,001.70	95,968.70
Transport and Communication	118,980.80	3,085.10	657.80	122,723.60
Finance	196,499.50	1,593.50	99.30	198,192.20
Community Services	769,122.90	12,921.00	16,493.40	798,537.30
Total	1,474,034.40	57,190.90	24,400.30	1,555,625.50

Table 5.4 depicts regional differentials in the wage bill where Dar es Salaam Region provided the largest share (38.2 %) while its neighbour Pwani contributed the least share (1.5 %). The highest proportions of free rations are found in Arusha (4.5 %) and Iringa (4.4 %). Although Dar es Salaam provided about one third of overall value of free rations in the country, the amount was equal to 1.3 % of its wage bill.

Table 5.4: Composition of annual wage bill by region (%)

Region	Regular Earnings	Casual Earnings	Free Ration	Total Annual Wage Bill	% free rations of total
Dodoma	4.40	1.61	3.91	4.39	1.43
Arusha	5.99	21.37	19.45	6.93	4.51
Kilimanjaro	4.58	4.49	2.73	4.66	0.94
Tanga	2.90	3.96	1.35	2.99	0.73
Morogoro	4.32	6.76	5.02	4.53	1.78
Pwani	1.46	1.63	1.23	1.49	1.32
Dar es Salaam	40.31	26.60	32.03	38.22	1.35
Lindi	1.77	0.55	0.66	1.75	0.60
Mtwara	1.95	2.18	0.73	1.98	0.59
Ruvuma	2.51	3.26	6.34	2.66	3.83
Iringa	4.33	4.57	12.67	4.58	4.44
Mbeya	3.78	2.69	1.15	3.78	0.49
Singida	2.13	0.32	0.37	2.08	0.28
Tabora	2.13	1.06	0.36	2.12	0.28
Rukwa	2.00	2.50	1.41	2.05	1.11
Kigoma	1.55	0.49	0.85	1.54	0.89
Shinyanga	2.69	1.82	1.27	2.70	0.76
Kagera	2.91	4.09	2.46	3.02	1.31
Mwanza	4.03	6.68	1.92	4.19	0.74
Mara	2.31	0.62	3.08	2.32	2.13
Manyara	1.95	2.75	1.00	2.01	0.80
Total	100.00	100.00	100.00	100.00	1.61

Table 5.5: Annual wage bill by industrial major division (Tshs Millions)

Industry	Private	Public	All Sectors
Agriculture	50,250.50	70,821.90	121,072.40
Mining & Quarrying	11,634.80	3,906.40	15,541.10
Manufacturing	98,246.80	14,758.80	113,005.60
Public Utilities	9,480.80	34,933.90	44,414.70
Construction	28,321.70	17,848.20	46,169.90
Commerce	89,130.90	6,837.70	95,968.70
Transport and Communication	44,987.60	77,736.00	122,723.60
Finance	101,130.90	97,061.30	198,192.20
Community Services	208,208.00	590,329.30	798,537.30
Total	641,392.10	914,233.40	1,555,625.50

Table 5.6: Annual wage bill by region (Tshs Million)

Region	Regular Earnings	Casual Earnings	Free Ration	Annual Wage Bill	% Free rations of Total
Dodoma	64,840.60	923.20	953.80	66,717.60	1.4
Arusha	88,324.00	12,219.60	4,746.60	105,290.20	4.5
Kilimanjaro	67,570.40	2,569.70	666.00	70,806.10	0.9
Tanga	42,744.70	2,263.90	329.20	45,337.70	0.7
Morogoro	63,705.50	3,868.30	1,225.80	68,799.50	1.8
Pwani	21,467.40	933.10	300.60	22,701.00	1.3
Dar es Salaam	594,234.20	15,210.60	7,814.50	617,259.30	1.3
Lindi	26,082.60	311.80	160.30	26,554.60	0.6
Mtwara	28,713.40	1,246.20	177.50	30,137.20	0.6
Ruvuma	36,970.70	1,863.80	1,546.20	40,380.70	3.8
Iringa	63,885.50	2,615.50	3,092.10	69,593.10	4.4
Mbeya	55,646.60	1,537.70	281.00	57,465.30	0.5
Singida	31,336.20	184.50	89.10	31,609.90	0.3
Tabora	31,449.30	604.30	88.90	32,142.50	0.3
Rukwa	29,430.40	1,432.10	345.20	31,207.60	1.1
Kigoma	22,880.90	278.90	207.50	23,367.40	0.9
Shinyanga	39,651.80	1,041.20	310.40	41,003.40	0.8
Kagera	42,904.80	2,338.90	601.30	45,845.00	1.3
Mwanza	59,347.50	3,819.80	469.60	63,637.00	0.7
Mara	34,108.20	354.40	751.00	35,213.60	2.1
Manyara	28,739.60	1,573.60	243.70	30,556.90	0.8
Total	1,474,034.40	57,190.90	24,400.30	1,555,625.50	1.6

APPENDICES

Appendix 1: Wage group distribution of private adult regular citizens by sector and gender

Wage Group	Private Profit Making			Private Non Profit Making			Cooperatives			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	8,233	6,150	14,383	866	426	1,292	451	118	569	9,550	6,693	16,243
30,000-49,999	49,034	15,221	64,255	6,656	3,706	10,363	2,606	511	3,117	58,296	19,439	77,735
50,000-69,999	29,749	11,179	40,928	6,953	4,700	11,653	2,933	1,249	4,182	39,635	17,128	56,763
70,000-89,999	18,476	7,386	25,862	5,093	2,576	7,669	1,669	841	2,510	25,238	10,803	36,041
90,000-109,999	12,129	5,139	17,268	2,999	1,193	4,192	1,001	371	1,372	16,128	6,704	22,832
110,000-149,999	11,295	3,671	14,966	2,044	839	2,883	812	204	1,017	14,151	4,714	18,865
150,000-189,999	5,891	1,408	7,299	906	250	1,156	333	89	422	7,130	1,748	8,878
190,000-229,999	3,387	902	4,289	586	249	835	221	72	293	4,194	1,223	5,417
230,000-269,999	3,178	815	3,993	509	189	698	59	43	102	3,746	1,047	4,793
270,000-309,999	2,272	905	3,177	308	108	416	61	5	66	2,641	1,018	3,659
310,000-349,999	1,932	921	2,853	343	87	430	124	54	178	2,399	1,062	3,461
350,000-389,999	1,031	825	1,856	150	37	187	27	10	36	1,208	871	2,079
390,000-429,999	1,320	781	2,101	88	21	109	84	2	86	1,492	804	2,296
430,000-469,999	932	381	1,312	32	2	34	19	0	19	982	383	1,365
470,000-509,999	741	283	1,023	73	14	87	9	1	10	823	297	1,120
510,000-549,999	424	569	993	20	9	29	13	0	13	457	578	1,035
550,000+	3,746	614	4,360	307	125	432	115	14	129	4,169	753	4,921
Total	153,769	57,149	210,918	27,932	14,531	42,463	10,540	3,584	14,123	192,241	75,264	267,504

Appendix 2: Wage group distribution of public adult regular citizen by sector and gender

Wage Group	Public Sector								
	Government			Parastatal			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 30,000	0	0	0	0	0	0	0	0	0
30,000-49,999	22,024	9,499	31,523	9,555	4,016	13,570	31,579	13,515	45,094
50,000-69,999	61,352	30,706	92,058	7,810	1,795	9,605	69,162	32,501	101,663
70,000-89,999	44,625	25,034	69,659	7,119	1,433	8,552	51,744	26,467	78,212
90,000-109,999	32,354	19,003	51,357	5,396	2,075	7,471	37,750	21,077	58,828
110,000-149,999	31,347	13,412	44,759	5,961	1,553	7,513	37,308	14,965	52,273
150,000-189,999	7,691	3,006	10,697	3,348	1,620	4,968	11,040	4,625	15,665
190,000-229,999	4,156	1,597	5,753	4,653	2,089	6,741	8,809	3,686	12,495
230,000-269,999	2,752	634	3,386	3,508	2,043	5,551	6,260	2,677	8,937
270,000-309,999	1,433	594	2,027	4,024	1,429	5,453	5,457	2,023	7,480
310,000-349,999	1,887	808	2,695	2,038	1,076	3,114	3,925	1,884	5,809
350,000-389,999	828	243	1,071	1,869	858	2,727	2,697	1,100	3,798
390,000-429,999	896	270	1,166	868	477	1,344	1,764	747	2,510
430,000-469,999	434	124	557	857	293	1,150	1,291	416	1,707
470,000-509,999	574	170	744	395	190	585	969	360	1,329
510,000-549,999	497	184	681	547	81	628	1,044	265	1,309
550,000+	2,795	563	3,358	2,606	494	3,100	5,401	1,057	6,458
Total	215,647	105,846	321,493	60,553	21,520	82,073	276,200	127,366	403,566

Appendix 3: Employment by industrial major division

Industry	Citizen				Non Citizen				Total	Total	Total
	Male	Female	Young	Total	Male	Female	Young	Total	Regular	Casual	Employee
Agriculture	53,451	11,595	5	65,052	203	2	0	205	65,257	34,887	100,144
Mining & Quarrying	5,092	400	0	5,492	76	3	0	79	5,570	436	6,007
Manufacturing	37,214	9,592	21	46,827	1,048	26	0	1,075	47,902	109,601	157,503
Public Utilities	14,927	3,035	0	17,963	6	0	0	6	17,969	3,774	21,743
Construction	14,396	2,132	0	16,529	429	34	0	463	16,992	27,055	44,047
Commerce	38,879	16,107	44	55,030	1,257	96	0	1,353	56,383	35,793	92,177
Transport and Communication	27,941	6,517	0	34,458	320	91	0	411	34,869	8,267	43,137
Finance	25,757	11,410	0	37,167	274	26	0	300	37,467	3,024	40,491
Community Services	250,782	141,841	353	392,976	783	467	27	1,277	394,253	26,113	420,366
Total	468,441	202,630	424	671,494	4,396	746	27	5,169	676,663	248,950	925,613

Appendix 4: Total employment by region and industrial division, private sector

Region	Agriculture	Mining & Quarrying	Manufacturing	Public Utilities	Construction	Commerce	Transport & Commun.	Finance	Community Services	Total
Dodoma	0	0	0	0	1,635	738	0	295	2,158	4,827
Arusha	15,045	1,587	2,707	0	2,076	6,192	2,714	772	3,278	34,371
Kilimanjaro	3,136	0	2,217	0	1,657	1,394	1,283	299	9,006	18,991
Tanga	7,896	461	3,242	144	534	471	324	281	7,151	20,504
Morogoro	5,744	0	2,443	860	806	1,268	1,769	339	10,214	23,443
Pwani	1,656	0	119	145	309	683	146	0	2,244	5,301
Dar es Salaam	542	697	114,541	0	18,016	64,928	12,153	11,816	19,124	241,816
Lindi	106	0	20	349	44	211	0	320	2,606	3,656
Mtwara	1,234	0	193	127	0	555	455	184	5,926	8,674
Ruvuma	1,700	72	1,034	264	662	1,380	673	141	6,106	12,032
Iringa	2,712	0	4,083	722	911	1,075	489	361	12,568	22,920
Mbeya	2,376	59	1,691	533	344	1,096	405	170	5,687	12,362
Singida	142	0	245	0	0	476	0	118	1,590	2,570
Tabora	408	0	50	0	53	1,068	90	41	1,781	3,491
Rukwa	0	0	0	0	282	245	0	60	3,900	4,487
Kigoma	448	0	0	175	8	260	362	134	4,106	5,493
Shinyanga	1,163	520	485	299	75	1,036	110	172	6,114	9,973
Kagera	1,761	0	962	0	154	5,101	0	357	3,849	12,183
Mwanza	1,207	696	8,480	718	2,085	1,173	1,210	165	5,757	21,492
Mara	53	0	788	257	91	272	0	117	3,399	4,977
Manyara	7,162	0	0	311	0	0	141	0	1,710	9,323
Total	54,491	4,092	143,299	4,905	29,741	89,622	22,324	16,140	118,274	482,888

Appendix 5: Total employment by region and industrial major division, public sector

Region	Agriculture	Mining & Quarrying	Manufacturing	Public Utilities	Construction	Commerce	Transport & Commun	Finance	Community Services	Total
Dodoma	3,246	210	200	1,630	395	140	741	943	26,315	33,821
Arusha	3,147	0	0	766	383	119	462	747	16,014	21,638
Kilimanjaro	2,185	0	100	49	656	49	527	972	15,278	19,816
Tanga	1,512	0	0	837	159	63	960	625	8,292	12,449
Morogoro	6,667	62	0	1,043	845	50	544	473	12,406	22,091
Pwani	966	174	0	312	631	0	154	213	7,168	9,618
Dar es Salaam	1,408	232	11,309	3,262	923	1,294	10,032	14,363	59,127	101,949
Lindi	679	0	0	561	685	0	412	120	6,204	8,660
Mtwara	484	146	0	434	583	0	471	441	8,554	11,113
Ruvuma	1,662	0	81	766	196	0	293	501	11,235	14,734
Iringa	10,040	0	2,062	801	1,656	244	394	644	12,033	27,872
Mbeya	1,425	1,135	0	930	905	90	474	486	17,036	22,481
Singida	1,961	0	0	718	384	0	520	427	12,092	16,101
Tabora	1,596	0	60	412	1,534	90	1,103	469	11,975	17,239
Rukwa	1,492	0	0	786	732	66	541	568	7,057	11,241
Kigoma	541	0	0	276	196	113	435	224	7,381	9,165
Shinyanga	944	0	0	588	523	0	502	389	12,761	15,707
Kagera	3,686	171	155	942	185	0	1,079	467	13,177	19,864
Mwanza	678	0	0	620	1,544	28	653	700	14,506	18,730
Mara	727	21	0	461	831	210	461	414	14,088	17,213
Manyara	608	0	0	645	358	0	55	165	9,395	11,225
Total	45,653	1,914	14,203	16,838	14,306	2,555	20,813	24,351	302,092	442,726

Appendix 6: Annual wage bill composition by sector

Sector	Cash	Free Ration	Total Annual Wage Bill
A : PRIVATE SECTOR			
Private Profit Making Institution	80.95	77.86	80.90
Private Non-profit Making Institution	14.42	15.75	14.44
Cooperatives	4.63	6.40	4.66
TOTAL	100.00	100.00	100.00
B : PUBLIC SECTOR			
Central Government	42.15	65.69	42.65
Local Government(Urban)	6.46	0.78	6.34
Local Government(District)	20.98	13.56	20.79
Parastatal Profit Making Institution	25.86	14.40	25.64
Parastatal Non-profit Making Institution	4.55	5.57	4.58
Total	100.00	100.00	100.00

Appendix 7: Annual wage bill by industrial major division

(Tshs. Millions)

Industry	Private	Public	All Sectors
Agriculture	50,250.50	70,821.90	121,072.40
Mining & Quarrying	11,634.80	3,906.40	15,541.10
Manufacturing	98,246.80	14,758.80	113,005.60
Public Utilities	9,480.80	34,933.90	44,414.70
Construction	28,321.70	17,848.20	46,169.90
Commerce	89,130.90	6,837.70	95,968.70
Transport and Communication	44,987.60	77,736.00	122,723.60
Finance	101,130.90	97,061.30	198,192.20
Community Services	208,208.00	590,329.30	798,537.30
Total	641,392.10	914,233.40	1,555,625.50

Appendix 8: Total annual wage bill by industrial major division

Industry	Citizen				Non-Citizen				Total	Total	Free	Annual
	Male	Female	Young	Total	Male	Female	Young	Total	Regular	Casual	Ration	Wage Bill
Agriculture	83,611.30	14,942.30	8.20	98,561.80	2,412.60	224.10	0.00	2,636.70	101,194.90	17,181.80	2,695.70	121,072.40
Mining & Quarrying	11,888.40	841.80	0.00	12,730.20	2,604.10	22.20	0.00	2,626.30	15,356.50	146.70	38.00	15,541.10
Manufacturing	75,714.10	14,126.80	42.50	89,883.30	10,168.70	184.40	0.00	10,353.10	100,097.60	11,320.60	1,587.50	113,005.60
Public Utilities	35,398.60	7,158.90	0.00	42,557.50	4.60	0.00	0.00	4.60	42,575.30	1,741.20	98.10	44,414.70
Construction	27,400.00	3,784.70	0.00	31,184.70	6,818.80	835.80	0.00	7,654.60	38,596.30	6,844.90	728.70	46,169.90
Commerce	64,501.40	16,564.20	12.20	81,077.80	9,900.50	681.90	0.00	10,582.30	91,610.70	2,356.20	2,001.70	95,968.70
Transport and Communication	91,119.00	22,138.00	0.00	113,257.00	4,706.40	1,667.80	0.00	6,374.30	118,980.80	3,085.10	657.80	122,723.60
Finance	126,405.20	60,340.20	0.00	186,745.50	9,000.20	753.80	0.00	9,754.00	196,499.50	1,593.50	99.30	198,192.20
Community Services	509,306.40	241,318.60	19.20	750,644.20	10,706.50	6,456.20	15.20	17,177.90	769,122.90	12,921.00	16,493.40	798,537.30
Total	1,025,344.40	381,215.50	82.10	1,406,642.10	56,322.30	10,826.30	15.20	67,163.80	1,474,034.50	57,190.90	24,400.30	1,555,625.50

Appendix 9: Total annual wage bill by region and major industrial division

(Milion Tshs)

Region	Agriculture	Mining and Quarrying	Manufacturing	Public Utilities	Construction	Commerce	Transport	Finance	Community Service	Total
Dodoma	4,043	583	341	3,971	675	989	2,996	6,563	45,603	65,764
Arusha	29,262	2,887	1,822	982	2,321	5,684	5,430	7,636	44,520	100,544
Kilimanjaro	4,275	0	1,864	62	1,435	1,459	2,349	5,342	53,355	70,140
Tanga	5,334	948	4,331	2,103	1,089	710	4,233	3,971	22,290	45,009
Morogoro	13,035	0	2,373	5,272	1,086	1,131	4,103	3,813	36,760	67,574
Pwani	2,068	0	181	703	599	417	375	1,095	16,963	22,400
Dar es Salaam	5,624	2,332	66,688	7,767	20,382	71,058	68,068	119,021	212,615	573,554
Lindi	1,086	0	8	2,287	1,005	104	1,318	2,906	17,681	26,394
Mtwara	972	205	124	1,287	398	387	2,527	2,119	21,940	29,960
Ruvuma	3,139	124	571	2,298	521	1,357	1,579	2,545	26,700	38,835
Iringa	14,129	0	3,595	3,007	3,162	1,178	898	4,563	35,969	66,501
Mbeya	8,498	1,973	3,187	3,186	947	757	2,871	2,944	32,821	57,184
Singida	2,614	0	130	670	394	178	2,582	3,052	21,901	31,521
Tabora	2,511	0	48	1,112	744	1,709	3,389	2,545	19,996	32,054
Rukwa	1,805	0	0	1,018	892	236	1,284	6,107	19,520	30,862
Kigoma	1,319	0	0	867	245	294	1,357	1,290	17,789	23,160
Shinyanga	2,195	4,648	281	1,310	797	630	2,066	2,796	25,971	40,693
Kagera	5,426	171	851	1,398	334	3,058	3,570	5,073	25,363	45,244
Mwanza	3,712	1,574	4,866	2,515	2,164	893	4,968	5,681	36,796	63,167
Mara	1,285	58	455	1,413	2,166	330	867	2,347	25,542	34,463
Manyara	6,046	0	0	1,090	338	737	0	1,134	20,969	30,313
Total	118,377	15,503	91,716	44,317	41,692	92,557	117,567	192,542	781,064	1,495,334

Appendix 10: Composition of annual cash earnings by gender and terms of employment (%)

Sectors	Regular				Casual				Total			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
A : Private												
Private Profit Making	81.92	81.02	85.81	81.29	92.20	89.56	100.00	91.72	82.75	81.48	96.31	82.43
Private Non-profit Making	13.58	14.97	14.19	14.81	6.24	9.00	0.00	6.75	12.99	14.65	3.69	13.41
Cooperatives	4.50	4.01	0.00	3.91	1.56	1.44	0.00	1.53	4.26	3.87	0.00	4.16
Total Private	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
B : Public												
Central Government	41.88	39.81	0.00	41.23	52.17	53.93	0.00	52.61	42.07	39.98	0.00	41.49
Local Government(Urban)	4.24	11.65	0.00	6.29	7.63	15.50	0.00	9.19	4.30	11.70	0.00	6.35
Local Government(District)	20.77	20.12	0.00	20.37	20.16	10.48	0.00	18.14	20.76	20.00	0.00	20.55
Parastatal Profit Making	27.26	23.60	0.00	26.45	19.28	18.89	0.00	19.21	27.11	23.55	0.00	26.13
Parastatal Non-profit Making	5.85	4.82	0.00	5.66	0.76	1.20	0.00	0.84	5.76	4.77	0.00	5.49
Total Public	100.00	100.00	0.00	100.00	100.00	100.00	0.00	100.00	100.00	100.00	0.00	100.00
A : Total Private	38.21	36.06	100.00	40.16	74.06	72.61	100.00	73.82	39.76	37.07	100.00	39.05
B : Total Public	61.79	63.94	0.00	59.84	25.94	27.39	0.00	26.18	60.24	62.93	0.00	60.95
Total A and B	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Appendix 11: Private sector; annual cash earnings by terms of employment and industrial major division

Industry	Regular				Casual				Total			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	28,633.20	5,638.60	8.20	34,280.00	12,331.30	3,145.00	133.30	15,609.70	40,964.50	8,783.60	141.50	49,889.60
Mining & Quarrying	10,941.40	587.10	0.00	11,528.50	56.20	24.20	25.20	105.60	10,997.60	611.30	25.20	11,634.10
Manufacturing	73,907.90	12,601.00	42.50	86,551.70	8,289.90	2,849.00	57.60	11,196.50	82,197.80	15,450.00	100.10	97,748.10
Public Utilities	6,762.30	1,913.70	0.00	8,676.00	664.90	54.90	0.00	719.80	7,427.20	1,968.60	0.00	9,395.80
Construction	20,707.70	2,448.70	0.00	23,156.40	4,181.70	280.90	0.00	4,462.50	24,889.40	2,729.50	0.00	27,618.90
Commerce	69,125.60	15,864.00	12.20	85,002.40	1,603.30	671.80	9.30	2,284.40	70,729.00	16,536.00	21.50	87,286.80
Transport and Communication	36,497.80	7,164.30	0.00	43,662.00	1,622.00	40.30	0.00	1,662.40	38,119.80	7,204.60	0.00	45,324.40
Finance	68,403.20	31,657.00	0.00	100,060.20	1,034.80	16.10	0.00	1,050.90	69,438.10	31,673.00	0.00	101,111.20
Community Services	128,356.40	69,716.00	34.40	198,107.30	4,538.40	775.00	7.70	5,321.10	132,894.80	70,491.00	42.10	203,428.40
Total	443,335.60	147,591.80	97.20	591,024.60	34,322.60	7,857.20	233.00	42,412.80	477,658.10	155,448.90	330.00	633,437.30

Appendix 12: Public sector; annual cash earnings by terms of employment and industrial major division

Industry	Regular				Casual				Total			
	Male	Female	Young	Total	Male	Female	Young	Total	Male	Female	Young	Total
Agriculture	57,390.70	9,527.80	0.00	66,918.50	1,312.80	379.30	0.00	1,692.10	58,703.50	9,907.10	0.00	68,610.60
Mining & Quarrying	3,551.00	276.90	0.00	3,828.00	32.90	8.20	0.00	41.10	3,583.90	285.20	0.00	3,869.10
Manufacturing	11,974.90	1,709.80	0.00	13,684.70	136.90	44.80	0.00	181.80	12,111.80	1,754.70	0.00	13,866.50
Public Utilities	28,640.90	5,245.20	0.00	33,886.10	861.50	160.30	0.00	1,021.90	29,502.40	5,405.50	0.00	34,907.90
Construction	13,511.10	2,171.90	0.00	15,683.00	2,216.50	184.80	0.00	2,401.30	15,727.60	2,356.60	0.00	18,084.20
Commerce	5,276.20	1,381.50	0.00	6,657.70	52.50	28.60	0.00	81.00	5,328.70	1,410.00	0.00	6,738.80
Transport and Communication	59,327.60	16,641.00	0.00	75,969.20	1,157.10	265.60	0.00	1,422.70	60,484.70	16,907.00	0.00	77,392.00
Finance	67,002.20	29,437.00	0.00	96,439.20	510.60	31.90	0.00	542.50	67,512.80	29,469.00	0.00	96,981.80
Community Services	391,656.50	178,058.00	0.00	569,714.80	5,739.60	1,860.70	0.00	7,600.30	397,396.10	179,919.00	0.00	577,315.10
Total	638,331.20	244,450.00	0.00	882,781.20	12,020.40	2,964.30	0.00	14,984.70	650,351.60	247,414.30	0.00	897,765.90

Appendix 13: Mean and median wages of adult citizens by major industries

Industry	Private Sector		Public Sector	
	Mean	Median	Mean	Median
Agriculture	103692.90	64442.32	124855.24	100451.00
Mining and Quarrying	157937.06	157986.70	152284.13	115417.25
Manufacturing	101416.67	73645.13	142349.18	87686.13
Public Utilities	175329.26	99452.75	179846.24	96227.36
Construction	128066.77	86371.10	107641.63	85828.11
Commerce	79993.44	56931.84	123849.16	77805.00
Transport and Communication	150261.17	99843.97	261471.02	264550.00
Finance	412709.58	423505.41	370438.39	382677.37
Community Services	118965.39	92040.00	147649.25	109942.33
Total	1428372.24	1154219.22	1610384.24	1320584.55

Appendix 14: Average wages of regular and casual adult males by industry, sector and citizenship

Industry	Private Sector		Public Sector		Total	
	Citizen	Casual	Citizen	Casual	Citizen	Casual
Agriculture	116,394	42,604	147,827	34,115	132,111	38,359
Mining & Quarrying	163,680	28,045	192,652	36,433	178,166	32,239
Manufacturing	127,353	33,741	200,594	76,673	163,973	55,207
Public Utilities	199,979	55,159	235,363	30,967	217,671	43,063
Construction	161,253	28,508	145,882	36,502	153,568	32,505
Commerce	87,012	31,181	166,399	27,412	126,705	29,297
Transport and Communication	191,232	44,046	306,612	84,063	248,922	64,055
Finance	493,556	135,976	499,305	77,181	496,431	106,578
Community Services	146,227	42,438	195,371	74,063	170,799	58,250
Total	187,410	49,077	232,223	53,045	209,816	51,061

Appendix 15: Average wages of regular and casual adult females by industry, sector and citizenship

Industry	Private Sector		Public Sector		Total	
	Citizen	Casual	Citizen	Casual	Citizen	Casual
Agriculture	139,487	24,087	120,917	30,794	130,202	27,441
Mining & Quarrying	187,475	31,500	161,324	34,500	174,400	33,000
Manufacturing	130,546	26,951	158,374	14,423	144,460	20,687
Public Utilities	203,672	39,337	195,672	39,100	199,672	39,218
Construction	141,725	27,910	112,282	36,762	127,004	32,336
Commerce	75,061	23,501	134,513	14,697	104,787	19,099
Transport and Communication	177,053	29,683	260,470	45,209	218,762	37,446
Finance	341,655	27,021	344,411	36,797	343,033	31,909
Community Services	112,263	35,428	138,696	66,123	125,480	50,775
Total	167,660	29,491	180,740	35,378	174,200	32,435

Appendix 16: Labour costs by sectors

Sector	Direct Wage And Salaries			Remuneration For Time Not Worked				Payment In Kind			(Millions Tshs)	
	Regular workers	Casual workers	Sub Total	Paid Leave	Maternity Leave	Other paid Leave	Sub Total	Free Housing	Free ration	Sub Total	NSSF	Grand Total
Private Profit Making	30,312.10	3,226.90	31,832.00	1,719.00	126.80	934.10	2,779.90	1,240.70	470.20	1,710.90	2,524.30	38,847.20
Private Non-profit Making	5,439.30	237.40	5,670.10	343.00	17.90	186.90	547.90	112.50	95.10	207.60	986.90	7,412.50
Cooperatives	1,768.50	53.90	1,822.40	42.50	0.00	53.20	95.70	36.10	38.60	74.80	170.20	2,163.10
Central Government	26,653.40	656.40	27,159.80	1,195.60	77.30	1,298.40	2,571.40	295.30	939.10	1,234.30	1,625.30	32,590.80
Local Government(Urban)	4,135.60	114.70	4,159.70	74.30	13.70	136.70	224.70	6.20	11.10	17.30	46.20	4,447.90
Local Government(District)	13,630.40	226.30	13,518.40	159.90	24.60	576.70	761.20	121.90	193.90	315.80	254.50	14,850.00
Parastatal Profit Making	16,424.30	239.70	16,664.10	406.70	13.30	1,159.40	1,579.40	423.80	205.80	629.60	870.40	19,743.50
Parastatal Non-profit	2,922.70	10.50	2,933.20	335.50	64.80	152.00	552.30	140.00	79.60	219.60	389.90	4,095.10
Grand Total	101,286.30	4,765.90	103,759.90	4,276.50	338.50	4,497.40	9,112.50	2,376.60	2,033.40	4,410.00	6,867.80	124,150.10

Appendix 17: Composition of labour costs by sector (%)

(Millions Tshs)

Sector	Direct Wage And Salaries			Remuneration For Time Not Worked				Payment In Kind			NSSF	Grand Total
	Regular workers	Casual workers	Sub Total	Paid Leave	Maternity Leave	Other paid Leave	Sub Total	Free Housing	Free ration	Sub Total		
Private Non-profit Making	5.40	5.00	5.20	8.00	5.30	4.20	5.80	4.70	4.70	4.70	14.40	7.50
Cooperatives	1.70	1.10	1.40	1.00	0.00	1.20	0.70	1.50	1.90	1.70	2.50	1.60
Central Government	26.30	13.80	20.00	28.00	22.80	28.90	26.60	12.40	46.20	28.00	23.70	24.60
Local Government (Urban)	4.10	2.40	3.20	1.70	4.10	3.00	2.90	0.30	0.50	0.40	0.70	1.80
Local Government (District)	13.50	4.70	9.10	3.70	7.30	12.80	7.90	5.10	9.50	7.20	3.70	7.00
Parastatal Profit Making	16.20	5.00	10.60	9.50	3.90	25.80	13.10	17.80	10.10	14.30	12.70	12.70
Parastatal Non-profit	2.90	0.20	1.60	7.80	19.20	3.40	10.10	5.90	3.90	5.00	5.70	5.60
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Appendix 18: Total employment by region and industrial major division

Region	Agriculture	Mining and Quarrying	Manufacturing	Public Utilities	Construction	Commerce	Transport & Communication	Finance	Community Services	Total
Dodoma	3,246	210	200	1,630	2,031	879	741	1,238	28,473	38,648
Arusha	18,192	1,587	2,707	766	2,459	6,311	3,176	1,520	19,292	56,009
Kilimanjaro	5,321	0	2,317	49	2,313	1,443	1,810	1,271	24,283	38,807
Tanga	9,408	461	3,242	981	694	534	1,285	905	15,443	32,953
Morogoro	12,411	0	2,506	1,903	1,652	1,318	2,313	811	22,620	45,534
Pwani	2,623	0	292	457	940	683	300	213	9,412	14,919
Dar es Salaam	1,950	928	125,850	3,262	18,939	66,222	22,185	26,179	78,251	343,766
Lindi	785	0	20	910	729	211	412	440	8,809	12,316
Mtwara	1,718	146	193	561	583	555	927	625	14,480	19,787
Ruvuma	3,362	72	1,115	1,030	858	1,380	965	643	17,342	26,766
Iringa	12,752	0	6,145	1,522	2,567	1,318	882	1,005	24,601	50,793
Mbeya	3,801	1,194	1,691	1,463	1,248	1,186	879	656	22,723	34,843
Singida	2,102	0	245	718	384	476	520	545	13,682	18,671
Tabora	2,004	0	110	412	1,587	1,157	1,193	510	13,757	20,730
Rukwa	1,492	0	0	786	1,014	311	541	628	10,957	15,727
Kigoma	989	0	0	451	204	373	796	358	11,487	14,658
Shinyanga	2,107	520	485	888	597	1,036	612	561	18,875	25,680
Kagera	5,447	171	1,118	942	339	5,101	1,079	824	17,026	32,047
Mwanza	1,885	696	8,480	1,338	3,629	1,202	1,863	865	20,263	40,222
Mara	780	21	788	718	923	482	461	530	17,487	22,189
Manyara	7,770	0	0	955	358	0	196	165	11,104	20,548
Total	100,144	6,007	157,503	21,743	44,047	92,177	43,137	40,491	420,366	925,613

Appendix 19: Annual wage bill composition by industrial major division (%)

Industry	Private	Public	All Sector
Agriculture	8.2	7.7	7.9
Mining & Quarrying	1.9	0.4	1.0
Manufacturing	13.8	0.9	6.1
Construction	4.0	2.0	2.8
Commerce	14.1	0.8	6.2
Transport & Communications	6.8	8.6	7.9
Finance	13.2	8.1	10.2
Public Utilities	17.6	44.0	33.3
Community Services	20.3	27.6	24.6
TOTAL	100.0	100.0	100.0

Appendix 20: Total number of establishments, employees and wage bill by industry

Industry	ISIC Detailed Codes	Number of Establishment	No of Regular Employees	No of Casual Employees	Regular wage Bill	Casual wage bill (Millions Tshs)
A	Agriculture	535	65,257	34,887	8,432.9	1,431.8
C	Mining & Quarrying	24	5,570	436	1,279.7	12.2
D	Manufacturing	312	47,902	109,601	8,341.5	943.4
F	Public Utilities	129	17,969	3,774	3,547.9	145.1
G	Construction	147	16,992	27,055	3,216.4	570.4
I	Commerce	536	56,383	35,793	7,634.2	196.3
J	Transport and Communication	279	34,869	8,267	9,915.1	257.1
L	Finance	266	37,467	3,024	16,375.0	132.8
O	Community Services	2,649	394,253	26,113	64,093.6	1,076.8
	Total	4,877	676,663	248,950	122,836.2	4,765.9