

Tanzania - Formal Sector Employment and Earnings Survey 2018/2019

The Office of Chief Government Statistician

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Identification

SURVEY ID NUMBER

TZA-2018-2019-FSEES-v01-M

TITLE

Formal Sector Employment and Earnings Survey 2018/2019

COUNTRY

Name	Country code
Zanzibar,Tanzania	TZA

STUDY TYPE

Enterprise Survey [en/oth]

SERIES INFORMATION

Formal Sector Employment and Earnings is an annual survey conducted by the Office of the Chief Government Statistician, Labour Statistics Unit under Social Statistics Section.

ABSTRACT

Formal Sector Employment and Earnings is an annual survey conducted by the Office of the Chief Government Statistician, Labour Statistics Unit under Social Statistics Section. The main objective of the survey is to provide information on employment and earnings of employees to be used for planning, policy formulation, and in decision-making processes. The specific objectives were to obtain the total number of employees of formal establishments from both government and private sectors, to obtain annual and average salaries paid to employees, wage bills used for employees, also to obtain the total number of new worker employed, number of new vacancies available, number of retired and fired/quit employees. The survey collects information on employees, such as total number, sex, citizenship, employment term, earnings, allowances and other benefit paid to employees.

This report illustrates the methods and findings of the survey. It consists of six chapters, namely: Concept, Definition and Survey Methodology, Employment, Wage rate, Cash earnings, Wage bill, New Employees, retired and fired/quit employees.

Employment

The total employment in formal sector was 62,804 out of whom 34,988 (55.7 percent) were males and 27,816 (44.3 percent) were females. Out of total employment, 51.5 percent were engaged in Government sector, 38.2 percent in Private sector and 10.3 percent in Parastatals.

Classification by terms of employment reported that 61.7 percent (38,750 employees) were regular employees. Contractual and casual employees comprised 34.7 percent (21,782 employees) and 3.6 percent (2,272 employees) respectively. Non-citizen employees account for only 1.3 percent of total employment.

The distribution of employment by industry shows that about 26.8 percent of employees were engaged in Education sector while 19.7 percent were in Accommodation and food services activities. The industry with the least number of employees was real estate which has 0.2 percent of total employment.

Wage Rate

Most (37.9 percent) of regular citizen employees earn between TZS 300,000 and TZS 399,999 per months. About 40 percent of the government and 43.3 percent of private sector regular citizen employees earn between TZS 300,000 and TZS 399,999 while 41.9 percent of parastatals employees earn 600,000 and above per month. Both male and female regular citizen employees account for 39.0 and 36.8 percent earn between TZS 300,000 and TZS 399,999 per month respectively.

Cash Earnings

The average monthly salary of regular citizen employees was TZS 530,651 per month where males earn TZS 542,156 and females earn TZS 520,421 per month. The average monthly salary of Parastatal employees was observed to be TZS 701,524; the private employees' average salary was 565,308 while for Government employees it was 501,810.

Annual Wage Bill

According to this survey, the annual wage bill is the employers cost which includes annual salary, free rations and other benefits. The percentage share of annual salary was high compare with percentage share of other benefit and free rations.

On average, the percentage share of annual salary from the total wage bill was 75.4 percent while the percentage share of other benefits was 20.8 percent.

New Employees, Retired and Fired/Quit

The total number of employees employed in 2018/19 was 3,332 persons of whom 1,648 employees (49.5 percent) were males and 1,684 employees (50.5 percent) were females. Out of total new employees, 54.7 percent were employed in the Government sector, 9.4 percent in Government Parastatals and 35.9 percent in the Private sector.

However, the result shows that, the total number of retired employees in 2018/19 was 994 persons of whom 781 persons were in Government sector, 109 persons in Government Parastatals and 104 persons in the Private sector. In addition, the proportions of male fired/quit employees were higher than female employees in all sectors.

KIND OF DATA

Administrative records data [adm]

UNIT OF ANALYSIS

Establishment

Version

VERSION DESCRIPTION

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

VERSION DATE

2019-03

Scope

NOTES

The survey covers only formal sector employment categorized by industry in accordance with the International Standard of Industrial Classification (ISIC) Revision 4 of the standard definitions and classification. The survey also uses Tanzania Standard Classification of Occupation (TASCO) codes revised from ISCO 1988 in classifying employees by occupation. The scope of Formal Sector Employment and Earnings Survey 2018/2019 includes Identification, Description of business, Employment and earnings as at 30 June 2019, Wage rate of permanent employees, Workers with disability, The distribution of permanent employees according to their experiences, Casual workers, Benefits, Number of new workers employed during the last 12 months, and Current job vacancies for the last 12 months (July 2018 - June 2019).

Coverage

GEOGRAPHIC COVERAGE

Zanzibar

UNIVERSE

The survey covered Government, Parastatal institutions as well as registered Private establishments.

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
The Office of Chief Government Statistician	Ministry of Finance and Planning

Sampling

SAMPLING PROCEDURE

Not included in the report

DEVIATIONS FROM THE SAMPLE DESIGN

Not included in the report

RESPONSE RATE

Not included in the report

WEIGHTING

Not included in the report

Data Collection

DATES OF DATA COLLECTION

Start	End
2018-07-02	2019-06-29

DATA COLLECTION MODE

Mail Questionnaire [mail]

SUPERVISION

Not included in the report

DATA COLLECTORS

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

Questionnaires

QUESTIONNAIRES

Not included in the report

Data Processing

DATA EDITING

Not included in the report

Data Appraisal

ESTIMATES OF SAMPLING ERROR

Not included in the report

DATA APPRAISAL

Not included in the report

Access policy

CONTACTS

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" The Office of Chief Government Statistician, Formal Sector Employment and Earnings Survey (FSEES 2018/2019), Version 2.1 of the public use dataset (March 2020), provided by the National Data Archive. www.ocgs.go.tz"

ACCESS AUTHORITY

Name	Affiliation	Email	URL
Chief Government Statistician	The Office of Chief Government Statistician	zanzstat@ocgs.go.tz	www.ocgs.go.tz

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Metadata production

DDI DOCUMENT ID

DDI-TZA-2018-2019-FSEES-v01-M-OCGS

PRODUCERS

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

DATE OF METADATA PRODUCTION

2023-11-17

DDI DOCUMENT VERSION
Version 1.0

Data Dictionary

Data file	Cases	Variables
emp cleaned 2018-2019 The file contain data related to: Identification Description of business Employment and earnings as at 30 june 2019 Wage rate of permanent employees Workers with disability The distribution of permanent employees according to the their experiences Casual workers Benefits Number of new workers employed during the last 12 months and Current job vacancies for the last 12 months (july 2018 - june 2019).	1000	4765