

# Tanzania - FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY, 2017 TANZANIA MAINLAND

**National Bureau of Statistics**

Report generated on: January 29, 2024

Visit our data catalog at: <https://www.nbs.go.tz/tnada/index.php>

## Identification

SURVEY ID NUMBER  
TZA-NBS-EES-2017-V01

TITLE  
FORMAL SECTOR EMPLOYMENT AND EARNINGS SURVEY, 2017 TANZANIA MAINLAND

COUNTRY

Name	Country code
Tanzania	TZA

STUDY TYPE  
Enterprise Survey [en/oth]

SERIES INFORMATION

The history of the Employment and Earnings Surveys (EES) in Tanzania goes back to 1963 when the first post-independence survey was launched and this survey is the twelfth after the 2001 EES

ABSTRACT

The EESs are conducted by the National Bureau of Statistics (NBS), as mandated by Statistics Act 2015 and its 2018 and 2019 Amendments, which empowers NBS to collect, compile and disseminate official statistics in the country. The summary is presented for the six main topical areas namely: -Employment Profile; Wage Rates Profile; Cash Earnings Profile; Annual Wage Bill Profile; Newly Recruited Workers; and Job Vacancies

KIND OF DATA  
Sample survey data [ssd]

UNIT OF ANALYSIS  
Formal establishment

## Version

VERSION DESCRIPTION  
V0.1

VERSION DATE  
2019-11

## Scope

NOTES

The EES scope is delimited to formal establishments dealing with any of the economic activities with exception of activities of households as employers and activities of extraterritorial organizations. The survey covers establishments in 26 regions of Tanzania Mainland

## Coverage

GEOGRAPHIC COVERAGE  
Tanzania Mainland Regional level

UNIVERSE  
The survey covers all formal establishment with employees in both public and private sectors. establishment are divided in three main which are all public sector establishment, all registrated private establishment employ at least 50 persons and a sample of registrated of private establishments whose number of employees are from 5-49 persons.

## Producers and sponsors

### PRIMARY INVESTIGATORS

Name	Affiliation
National Bureau of Statistics	Ministry of Finance and Planning

### FUNDING AGENCY/SPONSOR

Name	Abbreviation	Role
Ministry of Finance and Planning	MoFP	Financial support

## Sampling

### SAMPLING PROCEDURE

The 2017 Employment and Earnings Survey is an establishment- based survey which covered a total of 10,896 establishments from a frame of 52,429 establishments. The frame consisted of all public establishments and formal private establishments employing 5 persons or above

The survey covered all public -sector establishments and private sector establishments with at least 50 employees. Furthermore, the survey covered a sample of private establishments employing 5 to 49 persons. The sampling for this group involved stratifying establishments into those with 5 to 9 employees and those with 10 to 49 employees. Establishments in these strata were further stratified on the basis of their economic activities and ultimately a single stage sampling technique was used to derive representative establishments from each activity using the probability proportion to size (PPS).

### RESPONSE RATE

81.4

### WEIGHTING

Weight =  $N/n$

## Data Collection

### DATES OF DATA COLLECTION

Start	End
2017	2017

### DATA COLLECTION MODE

Face-to-face [f2f]

### SUPERVISION

Interviewing was conducted by team of supervisors. The role of supervisor was to coordinate field data collection activity

### DATA COLLECTION NOTES

Training of enumerators was conducted

### DATA COLLECTORS

Name	Abbreviation	Affiliation
National Bureau of Statistics	NBS	Ministry of Finance and Planning

## Questionnaires

### QUESTIONNAIRES

Establishment based questionnaire was developed in English and was translated in Swahili language

## Data Processing

### DATA EDITING

Data editing took place at a number of stages throughout the processing, including:

- a) Office editing and coding
- b) During data entry
- c) Structural checking of SPSS data files

## Data Appraisal

### ESTIMATES OF SAMPLING ERROR

Estimates from a sample survey are affected by two types of errors: 1) non-sampling errors and 2) sampling errors. Non-sampling errors are the results of mistakes made in the implementation of data collection and data processing. Numerous efforts were made during implementation of the EES 2017 to minimize this type of error, however, non-sampling errors are impossible to avoid and difficult to evaluate statistically.

## Access policy

### CONTACTS

Name	Affiliation	Email	URL
Survey Director	National Bureau of Statistics	sg@nbs.go.tz	www.nbs.go.tz

### CONFIDENTIALITY

Confidentiality of respondents is guaranteed by Statistics Act No.9 of 2015 before being granted access to the dataset all users have formally agreed

### ACCESS CONDITIONS

Tanzania NBS considered three levels of accessibility:

- 1) Public use files, accessible by all
- 2) Licensed datasets, accessible under certain conditions
- 3) Datasets only accessible on location, for certain datasets

The dataset has been anonymized and available as a public use dataset. It is accessible to all for statistical and research purposes only, under the following terms and conditions:

1. The data and other material will not be redistributed or sold to other individuals, institutions, or organizations without the written agreement of the Tanzania National Bureau of Statistics.
2. The data will be used for statistical and scientific research purposes only. They will be used solely for reporting of aggregated information, and not for investigation of specific individuals or organizations.
3. No attempt will be made to produce links among dataset provided by the National Bureau of Statistics, or among data from the (National Bureau of Statistics) and other datasets that could identify individuals or organizations.
4. No attempt will be made to re-identify respondents, and no use will be made of the identity of any person or establishment discovered inadvertently. Any such discovery would immediately be reported to the National Bureau of Statistics.

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

#### CITATION REQUIREMENTS

National Bureau of Statistics (NBS) [Tanzania] 2019. Employment and Earnings Survey Report (EES) - 2017. Dodoma, Tanzania: NBS.

#### ACCESS AUTHORITY

Name	Affiliation	Email	URL
National Bureau of Statistics	Ministry of Finance and Planning	sg@nbs.go.tz	<a href="#">Link</a>

## Disclaimer and copyrights

#### DISCLAIMER

"The user of the data should acknowledge that, Tanzania National Bureau of Statistics is the original collector of the data, the authorized distributor of the data, and the relevant funding agency bear no responsibility for use of the data or for interpretations or inferences without a written agreement from the National Bureau of Statistics".

#### COPYRIGHT

Copyright: (c) 2019, National Bureau of Statistics

## Metadata production

#### DDI DOCUMENT ID

DDI-TZA-NBS-EES-2017-v01

#### PRODUCERS

Name	Abbreviation	Affiliation	Role
National Bureau of Statistics	NBS	Ministry of Finance and Planning	Produce Data

#### DATE OF METADATA PRODUCTION

2019-11

#### DDI DOCUMENT VERSION

version 1.0

**Data Description**

Data file	Cases	Variables
-----------	-------	-----------

# Download related resources

## Questionnaires

### EES 2017 Questionnaire

Title	EES 2017 Questionnaire
Author(s)	NBS
Country	Tanzania
Language	English
Contributor(s)	National Bureau of Statistics
Publisher(s)	National Bureau of Statistics
Description	1.Explanatory notes
	2.Identification
	3.Regular employees
	4.Casual workers
	5.Employees recruited intro
	6.Employees recruited
	7.Job vacancies intro
Filename	EES 2017 QUESTIONNAIRE.xls

## Reports

### EMPLOYMENT AND EARNINGS SURVEY REPORT 2017

Title	EMPLOYMENT AND EARNINGS SURVEY REPORT 2017
Author(s)	National Bureau of Statistics
Country	Tanzania
Language	English
Contributor(s)	National Bureau of Statistics
Publisher(s)	National Bureau of Statistics
Description	This part presents in a nutshell the findings of the 2017 Employment and Earnings Survey (EES) on the state of employment in the formal sector in Tanzania Mainland. The EESs are conducted by the National Bureau of Statistics (NBS), as mandated by Statistics Act 2015 and its 2018 and 2019 Amendments, which empowers NBS to collect, compile and disseminate official statistics in the country. The summary is presented for the six main topical areas namely: -Employment Profile; Wage Rates Profile; Cash Earnings Profile; Annual Wage Bill Profile; Newly Recruited Workers; and Job Vacancies.
Abstract	The 2017 Employment and Earnings Survey was to obtain comprehensive data on annual status of employment and earnings as well as data on the socio-economic characteristics of the labour market.

Foreword .....	i
List of Tables .....	vi
Executive Summary .....	ix
Key Findings .....	xii
List of Abbreviations .....	xv
CHAPTER ONE .....	1
Concepts, Definitions and Survey Methodology .....	1
1.1 Introduction .....	1
1.2 Background .....	1
1.3 Objectives of the Survey .....	1
1.4 Scope .....	2
1.5 Concepts and Definitions .....	2
1.5.1 Employee .....	2
1.5.2 Regular Employee .....	2
1.5.3 Casual Workers .....	2
1.5.4 Youth Persons .....	2
1.5.5 Wage Rate .....	2
1.5.6 Cash Earnings .....	2
1.5.7 Annual Wage-Bill .....	3
1.5.8 Free Housing .....	3
1.5.9 Paid Leave .....	3
1.5.10 Maternity Leave .....	3
1.5.11 Free Ration .....	3
1.5.12 Social Security Fund .....	3
1.5.13 Public Sector .....	4
1.5.14 Private Sector .....	4
1.5.15 Industrial Classification .....	4
1.6 Survey Methodology and Estimation Procedure .....	8
1.6.1 The Sample Design .....	8
1.6.2 Data Collection .....	9
1.6.3 The Response Status .....	9
iv  P a g e .....	11
CHAPTER TWO .....	11
Employment Profile .....	11
2.1 Introduction .....	11
2.2 Employment by Sector, Category of Employment, Age Group and Sex .....	11
2.3 Employment and Disability .....	14
2.4 Employment by Sub-Sector, Age Group and Sex .....	15
2.5 Regular Employment by Citizenship and Sector .....	18
2.6 Employment by Industry and Category of Employment .....	19
2.7 Employment by Industry, Category of Employment and Sex .....	20
2.8 Employment by Industry and Sector .....	22
2.9 Employment by Industry, Age Group and Sex .....	24
2.10 Regular Employment by Citizenship and Industry .....	25
2.11 Employment by Region and Sector .....	26
2.12 Employment by Region, Category of Employment and Sex .....	28
2.13 Adult and Youth Employment in Private and Public Sectors by Region and Age Group .....	29
CHAPTER THREE .....	31
Monthly Wage Rate Profile .....	31
3.1 Introduction .....	31
3.2 Total Citizen Employees by Sector and Monthly Wage Rate .....	31
3.3 Total Citizen Employees by Monthly Wage Rate Groups and Sex .....	32
3.4 Citizen Employees by Monthly Wage Rates and Industry .....	33
3.5 Citizen Employees by Monthly Wage Rate, Age Group and Sex .....	34
3.6 Adult and Youth Citizen Employees by Sector and Monthly Wage Rate .....	35
CHAPTER FOUR .....	36
Cash Earnings Profile .....	36
4.1 Introduction .....	36
4.2 Monthly Average Cash Earnings by Major Sector and Sex .....	36
4.3 Monthly Average Cash Earnings by Sub Sectors of Employment and Sex .....	37
4.4 Monthly Average Cash Earnings by Sub-Sector and Category of Employment .....	37
4.5 Monthly Average Cash Earnings of Employees by Industry and Sex .....	38
4.6 Annual Cash Earnings of Employees by Sector .....	40
4.7 Annual Cash Earnings of Employees by Industry .....	41
4.8 Annual Cash Earnings of Employees by Industry and Category of Employment .....	41
vi  P a g e .....	43
CHAPTER FIVE .....	43
Annual Wage Bill Profile .....	43
5.0 Introduction .....	43
5.1 Annual Wage Bill by Sector .....	43
5.2 Annual Wage Bill by Sector .....	44
5.3 Annual Wage Bill by Industry .....	44
CHAPTER SIX .....	47
Recruitment of New Workers .....	47
6.0 Introduction .....	47
6.1 Recruited Employees by Nature of Position, Sex and Sector .....	47
6.2 Number of Newly Recruited Employees by Occupation and Sex, 2016/17 .....	48
6.3 Number of Newly Recruited Employees by Occupation and Level of Education .....	48
6.4 Newly Recruited Employees by Level of Education and Sex .....	50
6.5 Newly Recruited Employees by Sector and Employment Status .....	50
6.6 Newly Recruited Employees by Occupation and Citizenship .....	51
6.7 Newly Recruited Employees by Region and Sex .....	52
6.8 Newly Recruited Employees by Occupation and Starting Salary .....	53
6.9 Newly Recruited Employees by Level of Education and Monthly Starting Salary .....	55
CHAPTER SEVEN .....	56
Job Vacancies .....	56
7.0 Introduction .....	56
7.1 Job Vacancies by Occupation and Working Experience .....	56
7.2 Job Vacancies by Occupation and Sex Preference .....	57
7.3 Job Vacancies by Industry and Reason for Vacancies .....	58
7.4 Job Vacancies by Industry and Required Level of Education .....	59
7.5 Job Vacancies by Qualification or Skills Required and Sex Preference .....	61
ANNEXES .....	63
vii  P a g e .....	63
LIST OF TABLES .....	
Table 1. 1: Number of Establishments and Response Rates by Employment Size and Sector, Tanzania Mainland, 2017 .....	10
Table 2. 1: Distribution of Total Employees by Category of Employment and Sector, Tanzania Mainland, 2016 and 2017 .....	12
Table 2. 2A: Percentage Distribution of Total Regular Employees by Age Group, Sector and Sex Tanzania Mainland, 2017 .....	13
Table 2.2B: Percentage Distribution of Total Casual Employees by Age Group, Sector and Sex, Tanzania Mainland, 2017 .....	13
Table 2. 3: Distribution of Regular Employees with Disability by Sector and Sex, Tanzania Mainland, 2017 .....	14
Table 2. 4A: Percentage Distribution of Total Employees by Sub-Sector and Sex, Tanzania Mainland, 2016 and 2017 .....	16
Table 2.4B: Percentage Distribution of Total Adult (36+ years) Employees by Sub-Sector and Sex, Tanzania Mainland, 2017 .....	17
Table 2.4C: Percentage Distribution of Total Youth (15 - 35 years) Employees by Sub-Sector and Sex, Tanzania Mainland, 2017 .....	17
Table 2. 5: Percentage Distribution of Regular Employees by Citizenship and Sub-Sector Tanzania Mainland, 2016 and 2017 .....	18
Table 2. 6A: Percentage Distribution of Total Employees by Industry and Category of Employment, Tanzania Mainland, 2016 and 2017 .....	19
Table 2. 7: Percentage Distribution of Total Employees by Industry and Sector, Tanzania Mainland, 2016 and 2017 .....	23
Table 2. 8: Percentage Distribution of Total Employees by Industry, Age Group and Sex, Tanzania Mainland, 2017 .....	24
Table 2. 9: Percentage Distributions of Regular Employees by Citizenship and Industry, Tanzania Mainland, 2017 .....	26
Table 2. 10: Percentage Distribution of Total Employees by Region and Sector, Tanzania Mainland, 2016 and 2017 .....	27
Table 2. 11: Percentage Distribution of Total Employees by Region, Category of Employment and Sex, Tanzania Mainland, 2017 .....	28
Table 2. 12: Percentage Distribution of Total Employees by Major Sectors, Region and Age Group, Tanzania Mainland, 2017 .....	30
Table 3.1: Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sector, Tanzania Mainland, 2017 .....	31
viii  P a g e .....	32
Table 3. 2: Percentage Distribution of Total Citizen Employees by Monthly Wage Rate (TZS) Group and Sex, Tanzania Mainland, 2017 .....	32
Table 3.3: Percentage Distribution of Citizen Employees by Industry and Monthly Wage Rate (TZS) Group, Tanzania Mainland, 2017 .....	33
Table 3. 4: Percentage Distribution of Regular Citizen Employees by Monthly Wage Rate, Age Group and Sex, Tanzania Mainland, 2017 .....	34
Table 3.5: Percentage Distribution of Regular Citizen Employees by Sector and Monthly Wage Rate Group, Tanzania Mainland, 2017 .....	35
Table 4.1: Monthly Average Cash Earnings (TZS) by Sector and Sex, Tanzania Mainland, 2016and 2017 .....	36
Table 4.2: Monthly Average Cash Earnings (TZS) by Sub-Sector and Sex, Tanzania Mainland, 2016and 2017 .....	37
Table 4.3: Monthly Average Cash Earnings (TZS) by Sub-Sector and Category of Employment, Tanzania Mainland, 2016and 2017 .....	38
Table 4.4: Monthly Average Cash Earnings (TZS) of Employees by Industry and Sex, Tanzania Mainland, 2016and 2017 .....	39
Table 4.5: Annual Cash Earnings of Employees by Industry (TZS Million), Tanzania Mainland, 2016 and 2017 .....	41
Table 5. 1: Percentage Distribution of Annual Wage Bill by Industry and Sector, 2017 .....	45
Table 5. 2: Distribution of Annual Wage Bill (TZS billion) by Regions, 2017 .....	46
Table 6. 1: Number of Newly Recruited Employees by Nature of Position, Sex and Sector, Tanzania Mainland, 2016/17 .....	47
Table 6. 2: Number of Newly Recruited Employees by Occupation and Sex, Tanzania Mainland, 2016/17 .....	48
Table 6. 3: Number of Newly Recruited Employees by Occupation and Level of Education, Tanzania Mainland, 2016/17 .....	49
Table 6. 4: Distribution of Number of Newly Recruited Employees by Sex and Level of Education, Tanzania Mainland, 2016/17 .....	50
Table 6. 5: Number of Newly Recruited Employees by Sector, Sub Sector and Status of Employment, Tanzania Mainland, 2016/17 .....	51
Table 6. 6: Number of Newly Recruited Employees by Occupation and Citizenship, Tanzania Mainland, 2016/17 .....	52
Table 6. 7: Number of Newly Recruited Employees by Region and Sex, Tanzania Mainland, 2016/17 .....	53



