




## 2022/23 EES Questionnaire

| CONFIDENTIAL   |   |
|--|---|
| <br><b>United Republic of Tanzania</b><br><b>2022/23 EMPLOYMENT AND EARNINGS SURVEY</b>   |   |
| <p>This information is collected under the Statistics Act No 9 of 2007</p> <p><b>THIS INFORMATION IS STRICTLY CONFIDENTIAL AND IS TO BE USED FOR STATISTICAL PURPOSES ONLY.</b></p>  |   |
| SECTION A: IDENTIFICATION OF THE ESTABLISHMENT   |   |
| <p><b>1. REGION:</b>..... <span style="border: 1px solid black; padding: 0 10px;">  </span></p> <p><b>2. DISTRICT:</b>..... <span style="border: 1px solid black; padding: 0 10px;">  </span></p> <p><b>3. WARD/SHEHIA:</b>..... <span style="border: 1px solid black; padding: 0 20px;">  </span></p> <p><b>4. VILLAGE/STREET:</b>..... <span style="border: 1px solid black; padding: 0 10px;">  </span></p> <p><b>5. NAME OF ESTABLISHMENT:</b>..... <span style="border: 1px solid black; padding: 0 20px;">  </span></p> <p><b>6. NAME OF MINISTRY/COMPANY:</b>..... <span style="border: 1px solid black; padding: 0 10px;">  </span></p> <p><b>7. NAME OF ENUMERATOR:</b>..... <span style="border: 1px solid black; padding: 0 10px;">  </span></p> <p><b>8. PHONE NO OF ENUMERATOR:</b>..... <span style="border: 1px solid black; padding: 0 20px;">  </span></p> <p><b>9. STATUS OF ESTABLISHMENT:</b></p> <p>No Changes of the Establishment.....1 <input type="checkbox"/></p> <p>Establishment Change the Main Activity (Specify new Activity) .....2 <input type="checkbox"/></p> <p>Establishment Sold/ Change name (Specify new name and address).....3</p> <p>Temporary closed of the Establishment.....4 } End of the interview</p> <p>Permanent closed of the Establishment .....5</p> | <p><b>10: ADDRESS OF ESTABLISHMENT</b></p> <p>10.1: Post Office Box Number &amp; Location (e.g 465 Njombe).....</p> <p>10.2: TELEPHONE/MOBILE PHONE .....</p> <p>10.3: FAX.....</p> <p>10.4: EMAIL.....</p> |
| <div style="display: flex; justify-content: space-around; align-items: center;">   </div>  |   |

**SECTION B: INFORMATION OF THE ESTABLISHMENT****1. Total number of Employees by Type of Contract, Age Group and Sex as of 30th June 2023.**

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

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

|                  |  |
|------------------|--|
| Male Employees   |  |
| Female Employees |  |
| Total Employees  |  |

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

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

**4. How many hours per day your employees usually work****5. Size of establishment by number of employees**

- 1 - 4 Employees.....1  
5 - 9 Employees .....2  
10 - 49 Employees .....3  
50+ Employees.....4

**6. Ownership**

- Central Government.....1  
Local Government.....2  
Parastatal Organisations.....3  
Partnership - Government with Private.....4  
Partnership - Private with Private.....5  
Private Citizen (Tanzanian).....6  
Private Non Citizen .....7  
NGO's.....8  
Cooperative unions.....9  
International Organizations.....10  
Faith based Organisations.....11

**7: Economic Activity of the Establishment**7.1: What is the **Main** economic activity of the establishment (**WRITE IN FULL**)

ISIC Code

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

ISIC Code

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

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

**SECTION E: EMPLOYEES CATEGORY (CARDE)**
**i) Employees with Permanent Contract**

| Carde                                      |    | Tanzanian Citizens |        | Non-Tanzanian Citizens |        |
|--|----|--------------------|--------|------------------------|--------|
|  |    | Male               | Female | Male                   | Female |
| Legislators, administrators and managers   | 01 | 10                 | 19     | 28                     |        |
| Professionals                              | 02 | 11                 | 20     | 29                     |        |
| Technicians and Associate Professionals    | 03 | 12                 | 21     | 30                     |        |
| Clerks                                     | 04 | 13                 | 22     | 31                     |        |
| Service workers and shop sales workers     | 05 | 14                 | 23     | 32                     |        |
| Craft and related workers                  | 06 | 15                 | 24     | 33                     |        |
| Plant and Machine Operators and Assemblers | 07 | 16                 | 25     | 34                     |        |
| Elementary occupations                     | 08 | 17                 | 26     | 35                     |        |
| <b>Total</b>                               | 09 | 18                 | 27     | 36                     |        |

**NOTE:** Total number of employees should be the same as Section C(i)

**ii) Employees with Temporary Contract (Specific & Fixed term)**

| Carde                                      |    | Tanzanian Citizens |        | Non-Tanzanian Citizens |        |
|--|----|--------------------|--------|------------------------|--------|
|  |    | Male               | Female | Male                   | Female |
| Legislators, administrators and managers   | 37 | 46                 | 55     | 64                     |        |
| Professionals                              | 38 | 47                 | 56     | 65                     |        |
| Technicians and Associate Professionals    | 39 | 48                 | 57     | 66                     |        |
| Clerks                                     | 40 | 49                 | 58     | 67                     |        |
| Service workers and shop sales workers     | 41 | 50                 | 59     | 68                     |        |
| Craft and related workers                  | 42 | 51                 | 60     | 69                     |        |
| Plant and Machine Operators and Assemblers | 43 | 52                 | 61     | 70                     |        |
| Elementary occupations                     | 44 | 53                 | 62     | 71                     |        |
| <b>Total</b>                               | 45 | 54                 | 63     | 72                     |        |

**SECTION F: CASUAL WORKERS**

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

**SECTION G: OTHER BENEFITS PAID TO EMPLOYEES (July 2022 TO June 2023).**

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

## SECTION H: OCCUPATIONAL INJURY AND DISEASES

(i) Occupational Injuries and Diseases (fatal and non-fatal) at Work Place (July 2022 to June 2023)

[illegible]



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

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



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