

# Wages in Tanzania

## Wage Indicator survey

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WageIndicator.org

### **About WageIndicator Foundation - [www.wageindicator.org](http://www.wageindicator.org)**

The WageIndicator concept is owned by the WageIndicator Foundation. The Foundation is a non-profit organization. Its Supervisory Board is chaired by the University of Amsterdam/Amsterdam Institute of Advanced labour Studies, the Dutch Confederation of Trade Unions (FNV) and Monster career site. Start: September 2003. The WageIndicator operates globally through a network of associated, yet independent regional and national partner organisations like universities, media houses, (trade unions- and employers organisations and individual (legal, internet, media) specialists, with whom the WageIndicator engages in long lasting relationships. WageIndicator Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Maputo, Minsk. Wage Indicator websites are there in 65 countries. In 40 countries the WageIndicator website has a so called 3 pillar structure. In that case the site can be called an online up to date library on Wages, Labour Law and Career. In 20 countries the wage Indicator websites are supported with offline actions like paper surveys, fact finding debates and media campaigns. The independent WageIndicator Foundation aims for transparency of the labour market by sharing and comparing wage and labour conditions data.

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### **About University of Dar es Salaam/Economics Department - [www.udsm.ac.tz](http://www.udsm.ac.tz)**

The University of Dar es Salaam is the oldest and biggest public university in Tanzania. It is situated on the western side of the city of Dar es Salaam. It was established on 1st July 1970, through parliament act and all the enabling legal instruments of the constituent colleges. Prior to 1970, the university college, Dar es Salaam had started on 1st July 1961 as an affiliate college of the University of London. It had only one faculty- the faculty of Law, with 14 students. In 1963 it became a constituent college of the university of East Africa together with Makerere University College in Uganda and Nairobi University College in Kenya. Since 1961, the University of Dar es Salaam has grown in terms of student intake, academic units and academic programmes. Dr. Godius Kahyarara (economist) is a senior lecturer of economics in the Department of Economics. In 2008, he cooperated with the ILO in Geneva for a survey about working conditions in Tanzania. He is also involved in the World Bank evaluation projects for the Ministry of Natural Resources and Tourism in Tanzania. Currently he is involved in the WageIndicator face-to-face surveys in Tanzania and Uganda, part of the so called Enabling Social Dialogue project in Ghana, Kenya, Tanzania, Uganda in which employers- and trade union organisations cooperate. Check sites like Mywage.org/Tanzania, or Africapay.org/Tanzania.

### **About University of Amsterdam/Amsterdam Institute for Advanced Labour Studies - [www.uva-aias.net](http://www.uva-aias.net)**

The University of Amsterdam is a 350-years old research university. Its Amsterdam Institute for Advanced Labour Studies (AIAS) is an interdisciplinary research institute focusing on labour issues, particularly industrial relations, organisation of work, working conditions, wage setting, labour-market inequalities, employment and labour market governance. AIAS maintains a large portfolio of internationally funded research projects and international data bases and data collections. Since 2003, AIAS chairs the Supervisory Board of the Wage Indicator Foundation. Kea Tijdens (sociologist) is a Research Coordinator at AIAS and a professor of sociology at Erasmus University Rotterdam. She is the scientific coordinator of the WageIndicator web-survey on work and wages. She has analysed the data concerning the wage ranking of health care occupations in 20 countries, the impact of short-time arrangements in Germany and the Netherlands, and the relationship of collective bargaining coverage and wage brackets.

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More information: WageIndicator org, Mywage.org/Tanzania and Africapay.org/Tanzania.

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## 1 Introducing the survey

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### Aim of the survey

This *WageIndicator Data Report* presents the results of the face-to-face *WageIndicator* survey in Tanzania, conducted between 15 November 2011 and 10 January 2012.<sup>1</sup> The survey aimed to measure in detail the wages earned by Tanzanian workers, including the self-employed. In total 2,000 persons were interviewed. This survey is part of the global *WageIndicator* survey on work and wages. These surveys are posted on *WageIndicator* websites. The continuous, volunteer *WageIndicator* web-survey is an international comparable survey in the national language(s). The survey contains questions about wages, education, occupation, industry, socio-demographics, and alike.<sup>2</sup> Once a *WageIndicator* survey is created for use on a national *WageIndicator* website, a paper-based questionnaire for face-to-face interviews can be drafted from the web-survey. These paper-based surveys supplement the web-based surveys in countries with low Internet access rates.

### The questionnaire

The *WageIndicator* survey was adopted from the global standard questionnaire to the Tanzanian setting. Most of the questions were retained without changing the intended purpose. The questionnaire is available in two languages, namely Swahili and English. Table 1 shows that slightly more respondents took the English than the Swahili version.

*Table 1 Number of respondents according to language of survey*

	Frequency	Percent
English	1107	55.4
Swahili	893	44.7
Total	2000	100%

*Source: WageIndicator paper survey Tanzania, 2012, unweighted data*

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<sup>1</sup> Although a few surveys were held early January 2012, all observations of the Tanzania paper survey are included in the 2011 *WageIndicator* annual data release.

<sup>2</sup> See for more information about the survey Tijdens, K.G., S. van Zijl, M. Hughie-Williams, M. van Klaveren, S. Steinmetz (2010) *Codebook and explanatory note on the WageIndicator dataset, a worldwide, continuous, multilingual web-survey on work and wages with paper supplements*. Amsterdam: AIAS Working Paper 10-102.

[www.wageindicator.org/documents/publicationslist/publications-2010/codebook-and-explanatory-note-on-the-wageindicator-dataset.pdf](http://www.wageindicator.org/documents/publicationslist/publications-2010/codebook-and-explanatory-note-on-the-wageindicator-dataset.pdf)

## Sampling and fieldwork

The sampling of the respondents was based on a random sample drawn from the list of establishments as they appear in the Central Register of Establishments in Tanzania. This list is owned by the National Bureau of Statistics. It is updated annually and the version used in this survey is the latest published in December, 2010. The establishments included have employees from 1 as long as they earn a wage. All sectors of the economy are included. The register includes all private profit making, private non-profit making, cooperatives, central government including government executive agencies, local government - city, municipal and town councils, local government - district councils, parastatal profit making, and parastatal non-profit making establishments. The establishment sizes range from 1-4 employees up to 500+ employees. From the Central Register of Establishments a random sample was selected.

The Tanzania Employers Association via (ATE) and Tanzania Trade Unions via (TUCTA) were key instrument for facilitating the surveys. They have large networks and are established offices in all regions and districts where the surveys were conducted. They know most of the managers better than the researchers as they meet in their day to day activities. Using these networks it was easier to fasten the permit application and in some cases introduce the researchers to employers who need to authorise interviews. The survey team used this advantage also to facilitate access to the selected employers and to post appointment letters, telephone reminders and in some cases escorting researchers to clarify the survey objective where employers seemed unclear about the motive.

At establishment level, the human resource departments, owners and alike were requested to give the number of workers available falling within the occupations listed in our survey (see Appendix 1 List of Occupations). To allow for the randomness of the selected sample, the team used the unordered list of workers provided to create a non-systematically order of the list. Using this sub sample frame simple random sampling thus enabled selection of the respondents, by picking an <sup>n</sup>th person arbitrary in the list. However in case where the number of occupations was represented by only one then no further sampling was conducted. There are times and cases where the owners or managers were taken as part of respondents through this random selection. The interviews were held in workplaces and factories.

The interview agency involved was CEDR, which stands for Center for environmental Economics and Development Research. CEDR is a professional interview agency, based in Dar es Salaam, Tanzania. The training of interviewers was conducted by Senior Researcher of the University of Dar es Salaam. During the field work the cooperation of interviewees was good and no major problems were encountered. CEDR also took responsibility for the data-entry. The data-entry took place in the *WageIndicator* web-based data-entry module using a range of validity checks. The data-entry typists were trained for this data-entry work. A 1% double check was conducted.

## Weighting

Sampling is critical in reaching a national representative survey. However, with only a sampling frame of establishments available and not one for sampling workers, weighting had to be applied. ILO's Estimates And Projections of the Economically Active Population (EAPEP 6<sup>th</sup> edition) was used for weighting according to gender and age. The table shows the weights, indicating to what extent the gender/age group in the face-to-face survey was over- or underrepresented in comparison to the labour force estimates. If a weight is lower than 1, the group is overrepresented. If the weight is larger than 1, the group is underrepresented. In this paper, all graphs and tables are derived from weighted data.

*Table 2 Weights for the Tanzania survey according to age and gender distribution*

	Weight	N
Male 12_29 years	1.1	421
Male 30_39 years	0.5	466
Male 40_70 years	1.3	220
Female 12_29 years	1.0	497
Female 30_39 years	0.8	281
Female 40_70 years	2.6	115
Total	1.0	2000

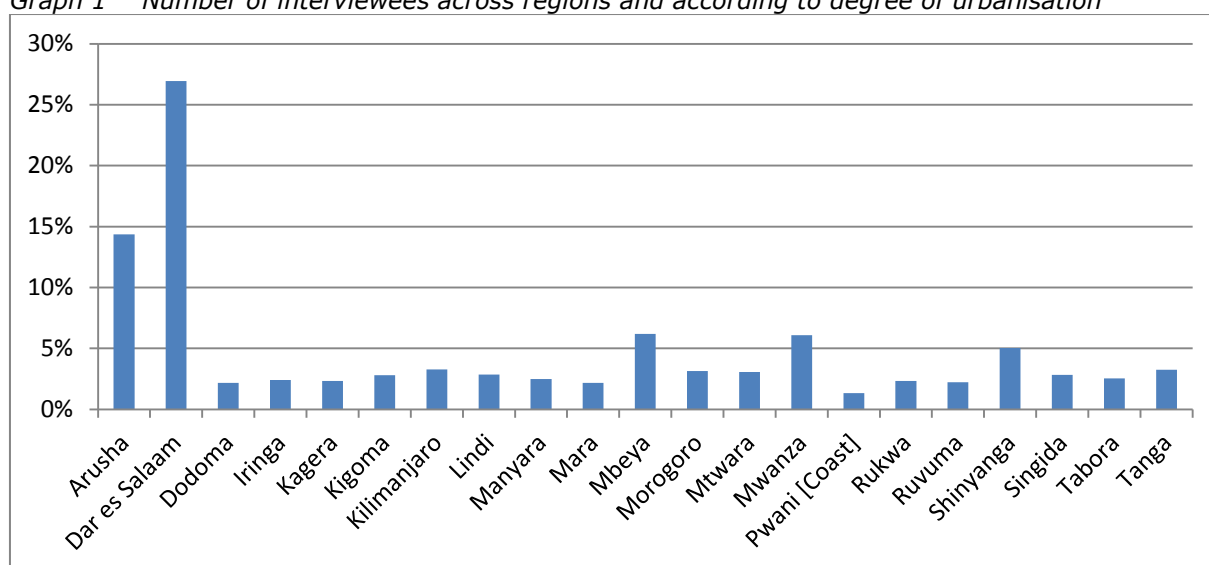
Source: *The weights are based on the labour force estimates for 2011, derived from the Estimates And Projections Of The Economically Active Population (EAPEP 6<sup>th</sup> edition) database of the International Labour Organization (ILO).*

## 2 Socio-demographic characteristics

### Regions

In the sample, all regions and districts within a region in Tanzania were covered. Dar es Salaam, the capital of Tanzania, is the major commercial city employing the largest share of workforce and therefore with more than 25% in the sample. The region Arusha had the second-largest number of interviewees, slightly under 15%. Most interviewees lived in a small city, and very few in rural areas.

Graph 1 Number of interviewees across regions and according to degree of urbanisation

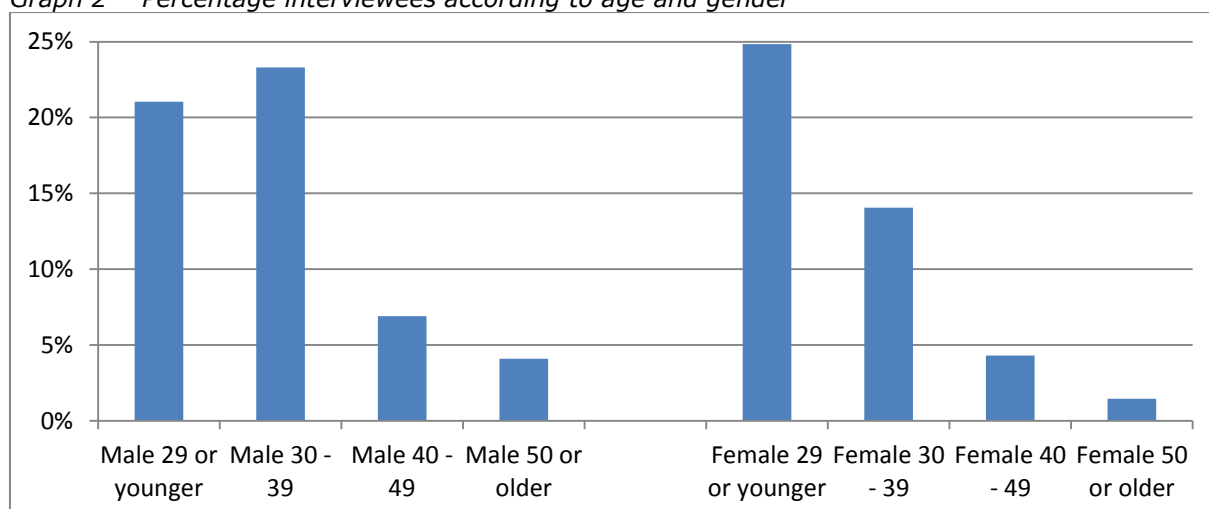


Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000, 4 missing cases)

### Age and gender

More male than female workers were interviewed (55% versus 45%). Compared to older workers more young workers (men and women) aged 29 or under were interviewed (46%).

Graph 2 Percentage interviewees according to age and gender



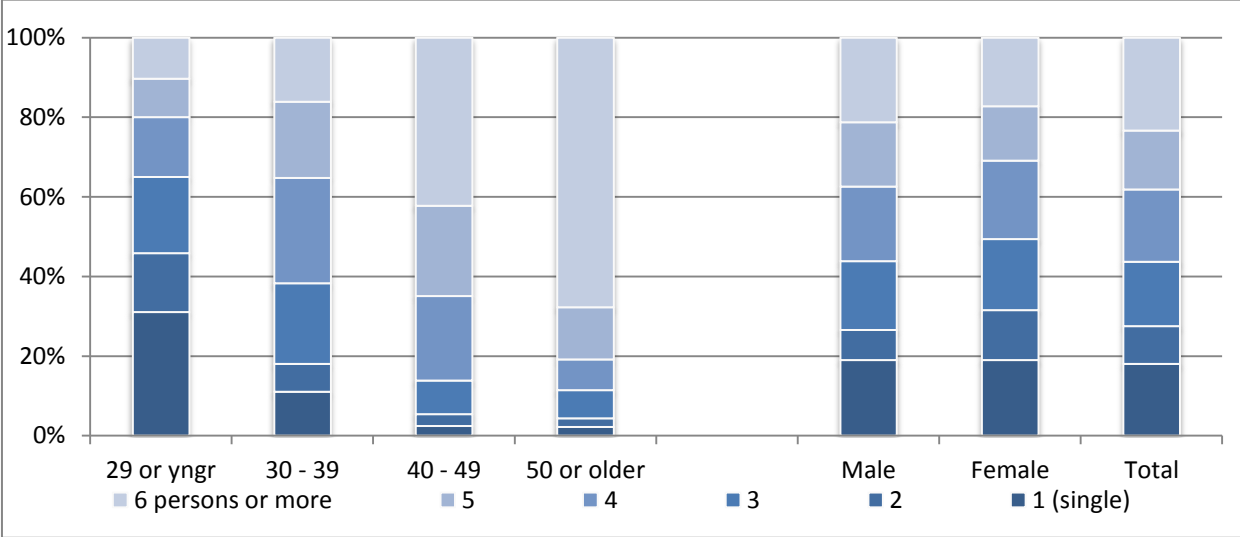
Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

### Household composition

The workers in the survey live in households with on average almost 3.7 members, including themselves. Graph 3 shows that almost two in ten workers live in a single-person household,

whereas slightly more than two in ten live in a household with 6 members or more (see bar total). Not surprisingly, younger workers more often live in a single-person household and older workers do so in a 6-person household.

*Graph 3 Distribution over household size, break down by age group, gender and total*

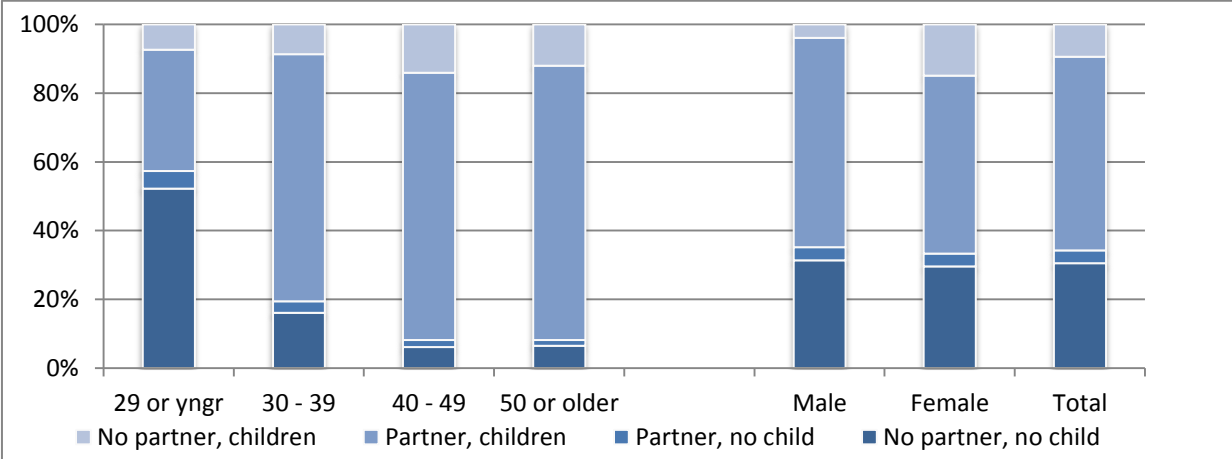


Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

**Living with partner and children**

Do the workers in the survey live with a partner? Graph 4 shows that six in ten males and more than nine in ten females do live with a partner. Not surprisingly, the young workers live less often with a partner compared to the older workers. Do the workers in the survey live with children? Note that the survey question asks whether the interviewees in their households live with one or more children, assuming that the worker in the household most likely will have to provide for them. Graph 4 shows that more than six in ten males live with one or more children and nine in ten females have so. More than five in ten worker aged 29 or younger have no partner and no child, whereas eight in ten workers aged 50 or older live with a partner and one or more children.

*Graph 4 Distribution over household composition, break down by age group, gender and total*



Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)



### 3 Employment characteristics

#### Labour force

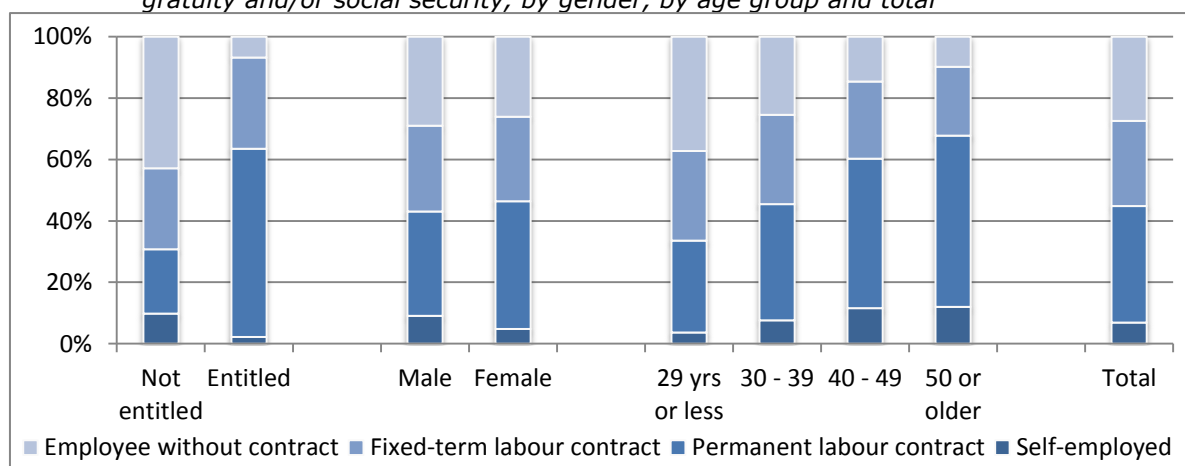
In 2006, Tanzania has conducted a national labour force survey. By then, the population aged 15 and older was 22 million people, of which 19.8 million were included in the labour force, namely 9.9 million women and 9.9 million men. Labour force participation rate was 89%. For 2011 labour force figures are based on ILO estimations. The 15+ population is 25.5 million and the labour force counts 22.8 million people, whereas the labour force participation rate remains 89%. In 2006, almost seven in ten workers in the labour force were counted as self-employed in the agricultural sector. One in ten workers was self-employed in the non- agricultural sector, one in ten was contributing family members and one in ten was a wage or salary earner.

In 2009, the ILO jointly with the European Foundation for the Improvement of Living and Working Conditions conducted a working conditions survey in Tanzania.<sup>3</sup> This survey sampled 1,000 households and had survey questions about a range of working conditions. A main conclusion pointed to the importance of the informal nature of the employment relationship in Tanzania.

#### Employment status and contract

Given the sampling strategy, the survey did not include the large group of the self-employed in the agricultural sector, who are most likely in whole or in part subsistence farmers, though registered establishments in the agricultural sector were included. The surveyed sample consisted of registered self-employed and employees. The latter group is categorized in three groups, namely employees with a permanent contract, with a fixed-term contract and without a contract. The last bar in Graph 5 shows the results. Less than one in ten workers is self-employed. Almost four in ten workers hold a permanent contract. Almost three in ten hold a fixed-term contract, and also almost three in ten are an employee without a contract.

Graph 5 Distribution over employment status, break down by entitlement to paid leave, pension, gratuity and/or social security, by gender, by age group and total



Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000, 1 case missing)

The breakdown by gender and age group shows that men slightly more often are self-employed, whereas women have slightly more often a permanent contract. Men are slightly more often without a contract. Older workers are more often self-employed and they have more often a permanent contract. By contrast, young workers much more often work without a labour contract and they have more often a fixed-term contract.

A main criterion for the divide between formal and informal work is the entitlement to social security. The graph shows the distribution of the four employment groups in this respect. Among the group indicating that they are not entitled to paid leave, pension, gratuity and/or social

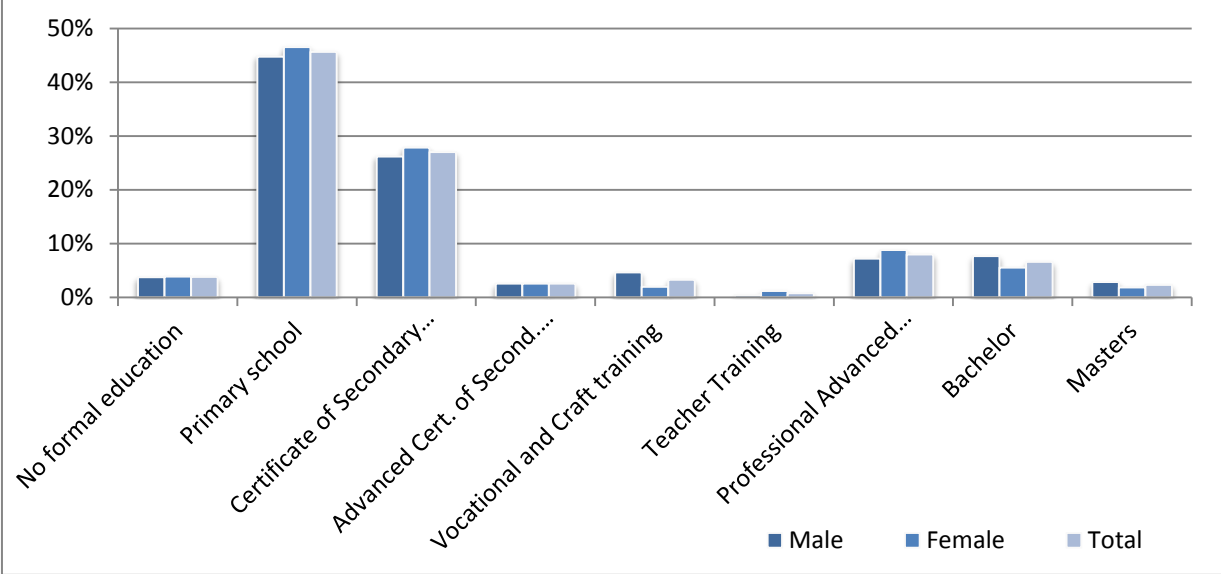
<sup>3</sup> Lee, Sangheon (2012) *Working conditions in Tanzania*. Dublin, European Foundation for the Improvement of Living and Working Conditions

security, the workers without a contract are the largest group. Among the group indicating that they are entitled are the workers with a permanent contract.

**Employment by educational category**

Almost five in ten interviewees enrolled in primary education and almost three in ten enrolled in secondary education (CSE), as is shown in Graph 6. Small minorities have either no education or an advanced certificate of secondary education or higher educational levels. The gender differences regarding education are minor. Approximately two in ten workers with Advanced CSE or lower report to be underqualified for their job, whereas one in ten with a Professional Advanced diploma or more report being overqualified (not in the graph).

*Graph 6 Percentage interviewees according to education, by gender and total*



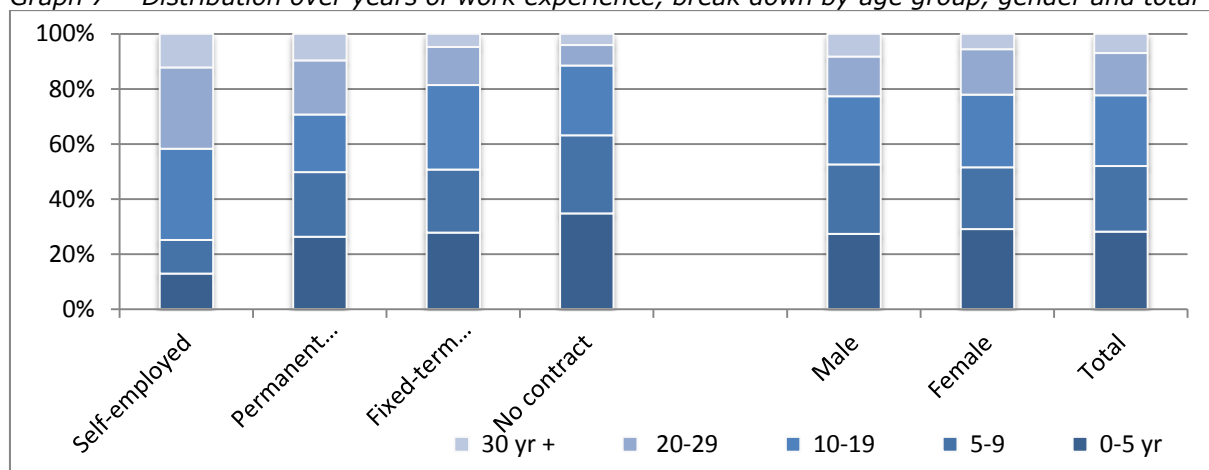
Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

**Years of work experience**

On average, the workers in the survey have worked for almost 12 years. More than one in four interviewees has less than 5 years of work experience, as is shown in Graph 7. Almost one in four has worked between 5-9 years and another one in four has worked between 10 and 19 years. Self-employed have more years of work experience than employees. Workers without a contract have the least years of work experience. Hardly any gender differences are noticed.

The survey has a few questions about employment spells. One in four has experienced such a spell, but only one in twelve has experienced a spell for more than one year. No questions were asked about the reasons for the spell, but most likely these are due to unemployment.

Graph 7 Distribution over years of work experience, break down by age group, gender and total

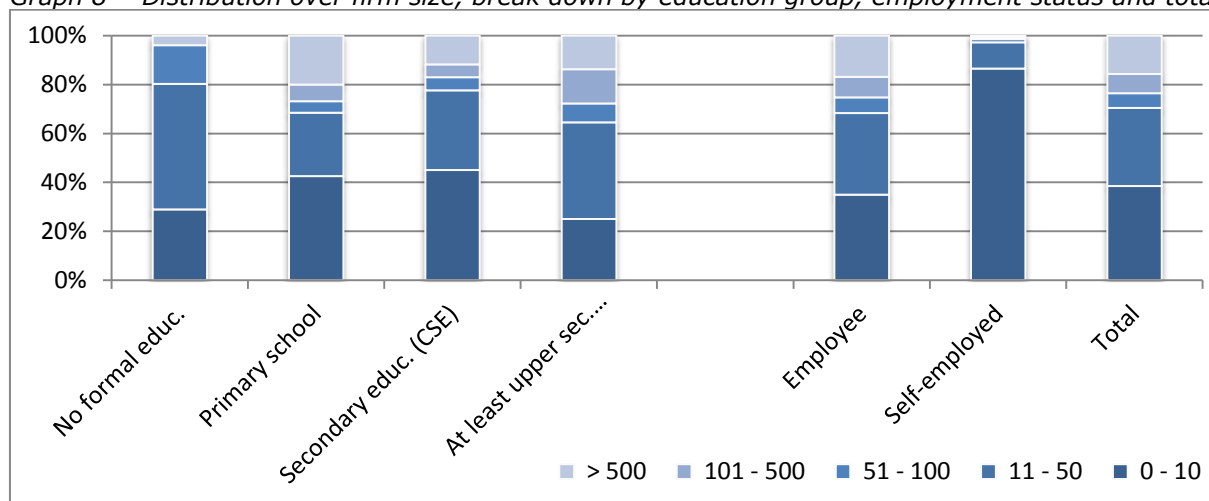


Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

### Firm size

Almost four in ten workers work in an organization with 10 or fewer employees and another three in ten do so in an organization with 11-50 employees. Graph 8 shows that the self-employed work predominantly in a small firm. The workers with primary or secondary education are slightly more often working in a small firm, whereas workers without education and with at least upper secondary education are working in larger firms.

Graph 8 Distribution over firm size, break down by education group, employment status and total

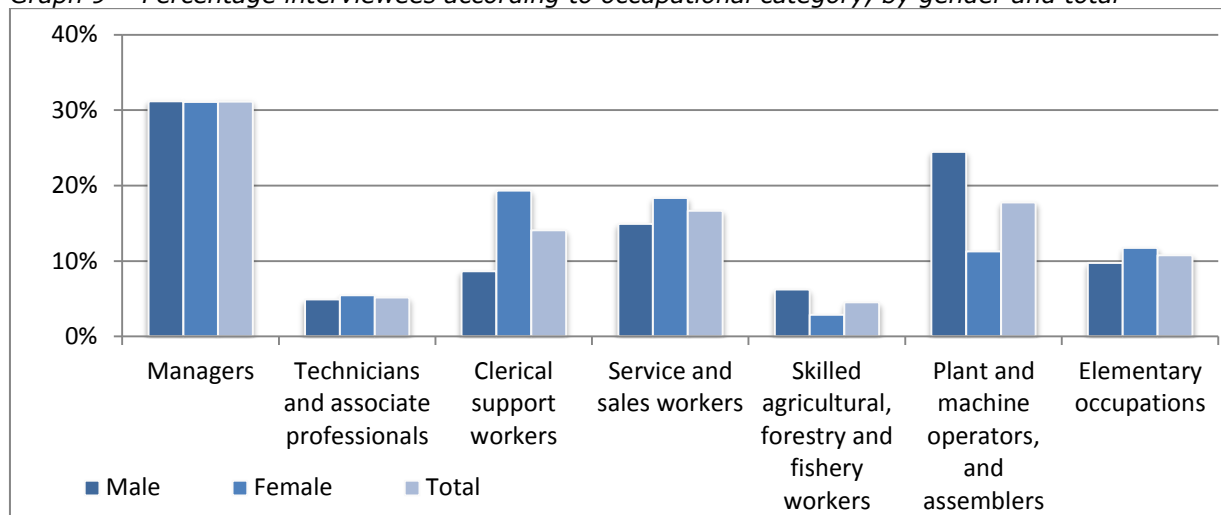


Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

### Employment by occupational category

The sampling strategy included the selection of a subset of all occupational titles. *WageIndicator* employs a survey with more than 1,500 occupational titles. From this list, the 50 most frequent occupations were used to invite the workers in the selected establishments (see Chapter 1.3 and Appendix 1 List of Occupations). The Graph shows that almost three in ten workers work as manager. Note that this occupational category also includes the owners or managers of small firms, which counts for a relative large share in the sample, as shown in the previous section. Another two in ten workers are employed as a plant or machine operator, the males to a much larger extent than the females. Almost two in ten workers are employed as a service or sales worker. Slightly over one in ten are employed in as a clerical support category, the females to a much larger extent than the males.

Graph 9 Percentage interviewees according to occupational category, by gender and total

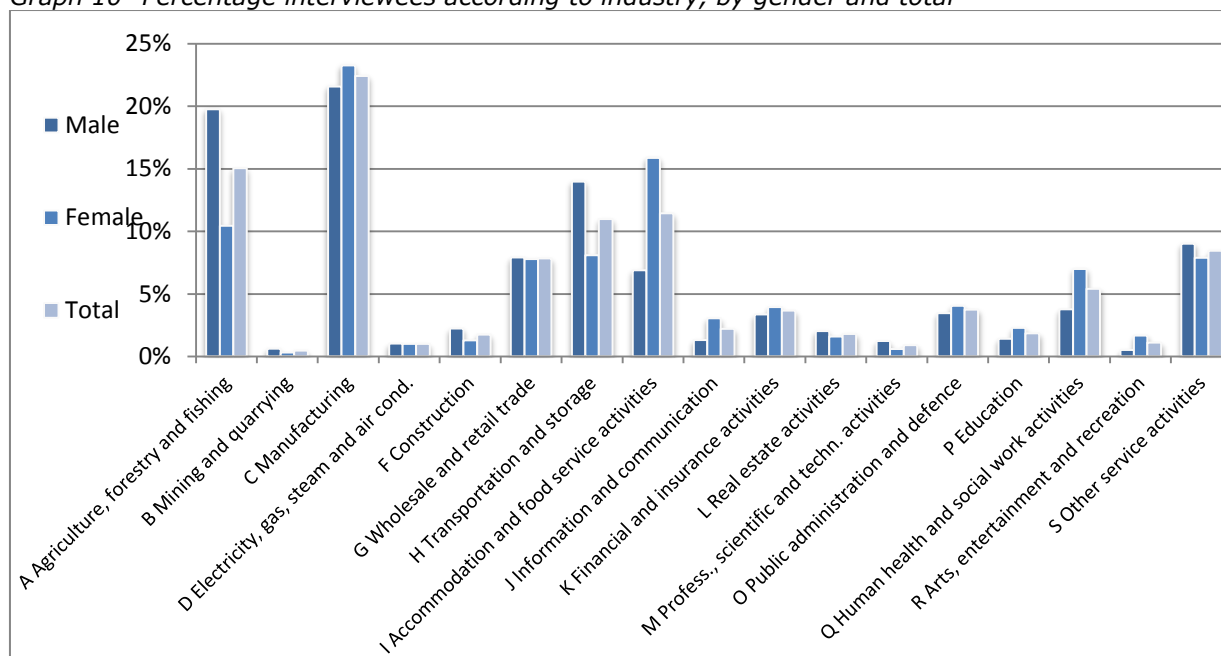


Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

### Employment by industry

More than two in ten workers work in the manufacturing industry, the females slightly more than the males. Next, they work in agriculture, forestry and fishing, the males to a much larger extent than the females. The third largest group is working in accommodation and food service activities, which includes hotels, restaurants, guest houses, bars, food catering, and alike, here the females to a much larger extent than the males. The fourth largest group consists of the transportation and storage activities, in which the males are more likely to work than the females. The fifth group includes wholesale and retail, and here women and men work to the same extent.

Graph 10 Percentage interviewees according to industry, by gender and total



Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

## 4 Remuneration

### Wage levels

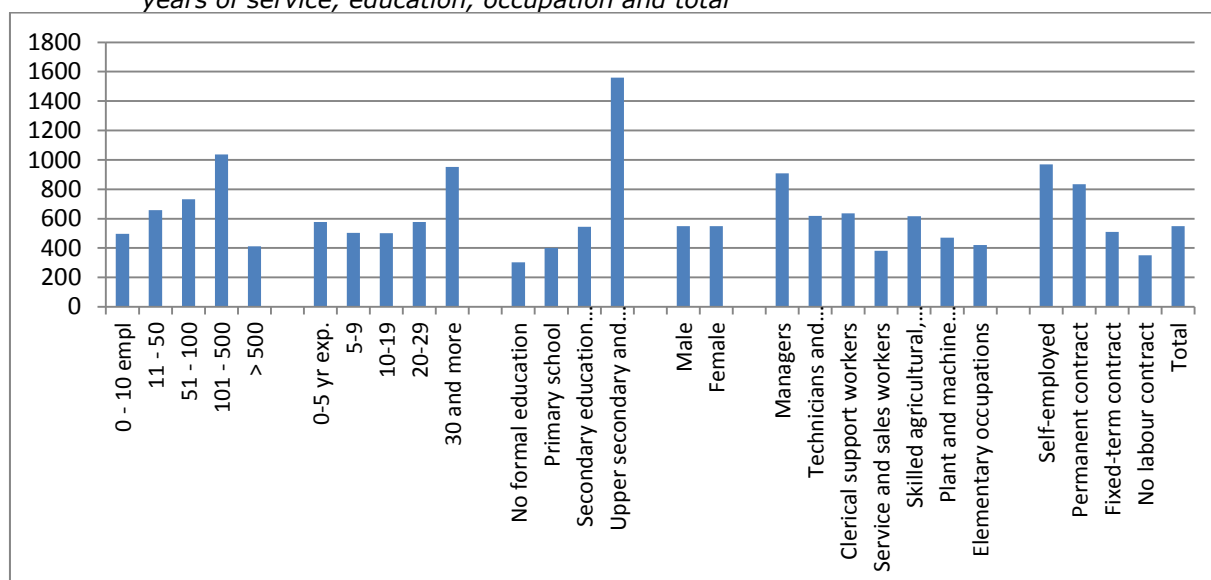
The median net hourly wage of the total sample is 550 Tanzanian shilling, as Graph 9 shows. The median wage is the middle of all observations within a defined category, e.g. all female workers. It should not be confused with the average or mean wage, which is the sum of all wages of the individuals divided by the number of observations. The median has the advantage that it is not overly influenced by small numbers of high earners.

Graph 11 reveals large wage differentials according to firm size. The larger the firm, the higher the median wages, with the exception of the largest firm size category, namely above 500 employees. Relative high median wages are also depicted for the workers with 30 or more years of work experience and for workers with advanced certificate of secondary education (ACSE) or higher. No gender wage differentials emerge.

The graph shows the median wages by occupational category. Not surprisingly, the managers have the highest median wages, whereas the service and sales workers reveal the lowest wages, followed by the elementary occupations. The service and sales workers are predominantly found in the retail trade and in hotels, restaurants and catering. Clerks have relative high wages, with the technicians and professionals and the skilled agricultural, forestry and fishery workers following suit. The self-employed have the highest earnings, whereas the workers without labour contract have the lowest earnings.

The graph depicts the wage differentials for several categories of workers. The impact of each category on an individual's net hourly wage can be investigated, controlled for the impact of the other categories (see Appendix 2). The results show that employees receive lower wages compared to the self-employed, when controlled for other categories. Higher education pays off, and so do years of work experience and occupational status. No significant gender differences exist. No linear relationship between firm size and wages exists. Wages are relatively low in firms with 500 employees or more.

Graph 11 Median net hourly wage in Tanzanian shilling (TSH), break down by firm size, gender, years of service, education, occupation and total

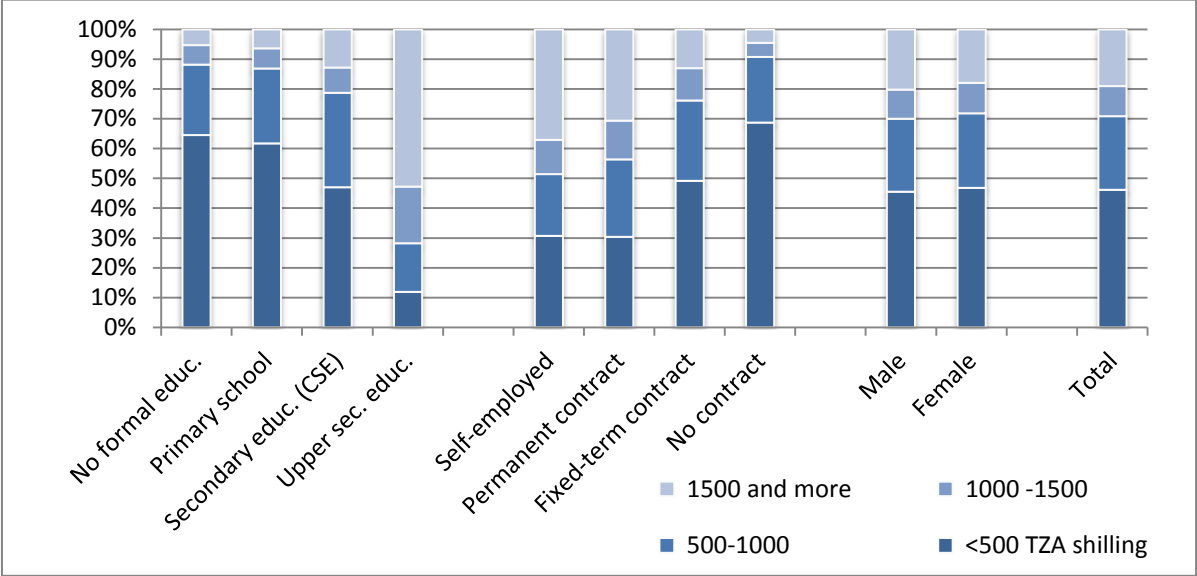


Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000, 4 cases missing)

The graph with the median wages certainly provides a clear picture of the remuneration of the workers in the survey. However, it is of equal importance to explore the distribution over the wage groups. Graph 10 depicts that almost five in ten workers earns less than 500 shilling per hour, whereas two in ten earn more than 1500 shilling. The graph shows how the workers with no formal education are distributed over the wage groups. More than six of ten receive an hourly wage of less than 500 shilling. In contrast, only one in ten workers with at least upper secondary education does so. The self-employed have the largest share in the highest earnings group, whereas the workers

without a contract have the highest share in the smallest earnings group. Male and female workers reveal hardly any differences.

Graph 12 Distribution over hourly wages in TSH, break down by education, employment, gender and total



Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000, 4 cases missing)

**Minimum wage setting**

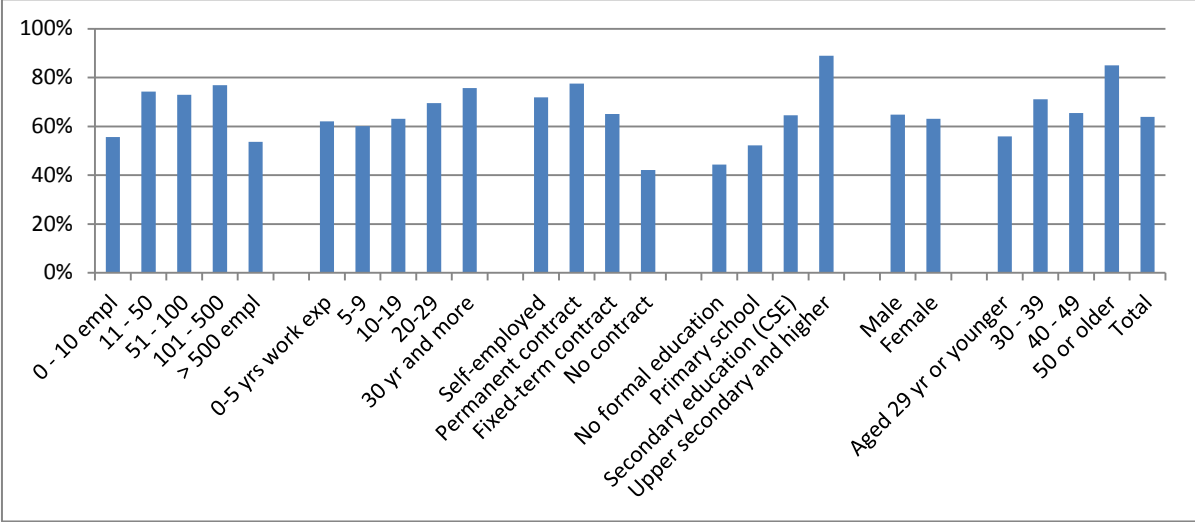
Tanzania has an extensive minimum wage setting, with different minimum wages for a range of industries and occupations.<sup>4</sup> The minimum wage rate applicable to most industries is 385 TSH. In two industries, the minimum wage rates are lower. In the group 'domestic services' it is 312.50 TSH and in the group 'agriculture' it is 359 TSH. In a few other industrial groups and occupations, the minimum wage rates are higher. The minimum hourly wages are computed based on 8 working hours a day and 6 working days per week (48 hours per week).

In the survey, net hourly wages have been computed, based on the reported number of working hours per week. These wages have been compared to the minimum wage rates. Thus, the hourly wages have been taken as the criterion to measure if a worker was paid according to the minimum wage rate. Even if a worker's monthly wage was above the monthly minimum wage, if this worker reported more than 48 working hours per week he or she could still fall below the minimum wage threshold

The result of our analysis shows that 64% of our sample is paid on or above the minimum and 36% is paid below the minimum wage threshold. The graphs show in detail in which groups this occurs most frequently. Workers in very small or in very large firms are more often paid under the minimum wage threshold. The more years of work experience and the older the age, the higher the percentage paid above the threshold. Workers without a contract are most likely to be paid under the minimum wage rates, and so are workers with no formal education. Hardly any gender differences can be noticed. The impact of each category on an individual's outcome can be investigated, controlled for the impact of the other categories (see Appendix 2). This shows that particularly low education and a young age account for the fact that a worker is paid below the minimum wage.

<sup>4</sup> See [www.mywage.org/tanzania/home/income/minimum-wage/minimum-wages-in-tanzania](http://www.mywage.org/tanzania/home/income/minimum-wage/minimum-wages-in-tanzania)

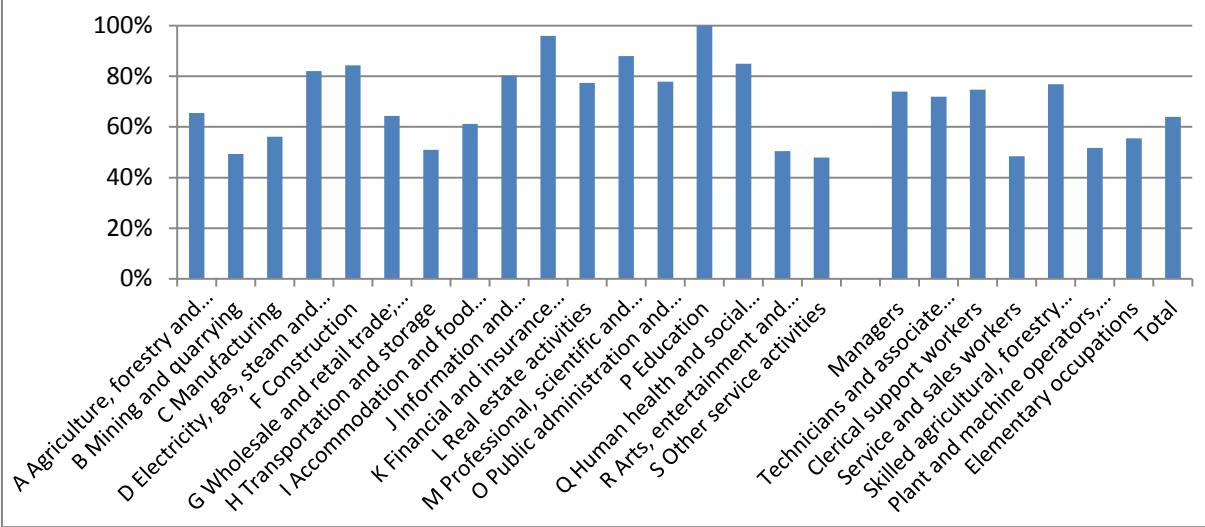
Graph 13 Percentage of workers paid above the minimum wage threshold, by firm size, years of work experience, contract, education, gender, age and total.



Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

Industries vary widely with respect to which the workers are paid below the minimum wage threshold. Particularly mining; transportation and storage; arts, entertainment and recreation; and other service activities only half of the workers are paid the minimum wage. In contrast, in education all workers are paid according to the minimum wage. Looking at the occupations, the service and sales workers and the plant and machine operators, and assemblers are most paid below the threshold.

Graph 14 Percentage of workers paid above the minimum wage threshold, by industry, occupation.



Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

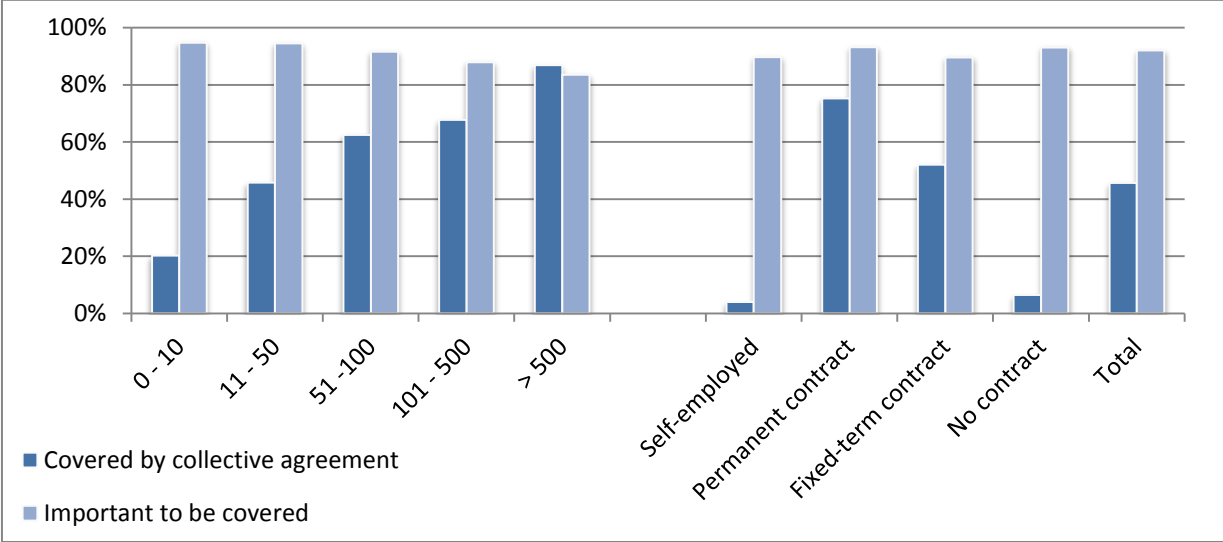
**Bargaining coverage**

Collective agreements are a main instrument for wage setting. This raises the question to what extent the workers in the survey are covered by an agreement. Slightly more than four in ten are covered (see graph 11). Compared to workers in small firms are workers in large firms far more often covered. Compared to the self-employed and the workers without a contract are the workers with a permanent contract much more often covered.

The survey has a question asking whether interviewees think that it is important to be covered by a collective agreement. More than nine in ten workers agree, and this percentage does not differ between those covered and those not covered. Agreement is particularly high in the small firms, where coverage is lower. By contrast, workers in large firms are to a much larger extent covered,

but they agree less often that it is important to be covered. With respect to employment status, the four groups do not reveal large differences. In all groups more than eight in ten thinks that it is important to be covered by a collective agreement.

**Graph 15** Percentage of interviewees covered by a collective agreement and percentage agreeing with the statement that it is important to be covered, breakdown by firm size and total



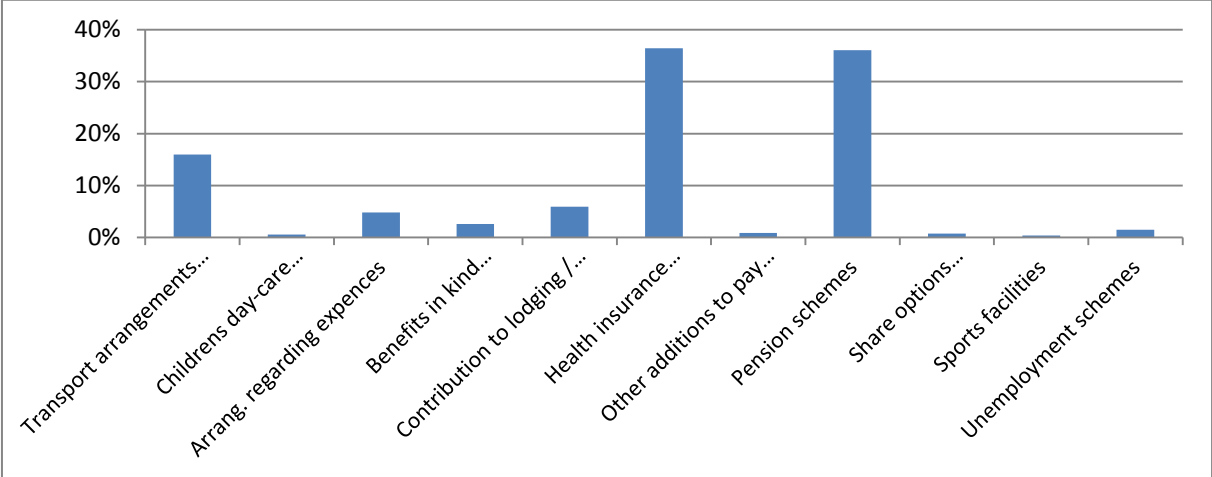
Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000, 55 cases missing including don't know for collective bargaining coverage resp. 113 cases missing including not applicable)

**Participation in schemes and receiving allowances**

The survey has several questions about participation in schemes. These questions are asked to both the employees and the self-employed. Graph 12 shows that participation in health insurance schemes and pension schemes are most common. Three to four in ten workers participate in such schemes. Participation in transport arrangements occurs for 16% of the workers. This includes arrangements concerning company transport, commuting costs or a company car. All remaining schemes occur very infrequently.

The survey has also several questions about bonuses and allowances, such as an annual bonus, a dirty or dangerous work allowance, a performance bonus, a shift allowance and alike. With one exception these bonuses and allowances are also reported very infrequently. Almost two in ten employees received in their last wage an overtime allowance. The median amount for those receiving such an allowance is 40,000 TZA shilling per month.

**Graph 16** Percentage of interviewees participating in a scheme in the past 12 months



Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

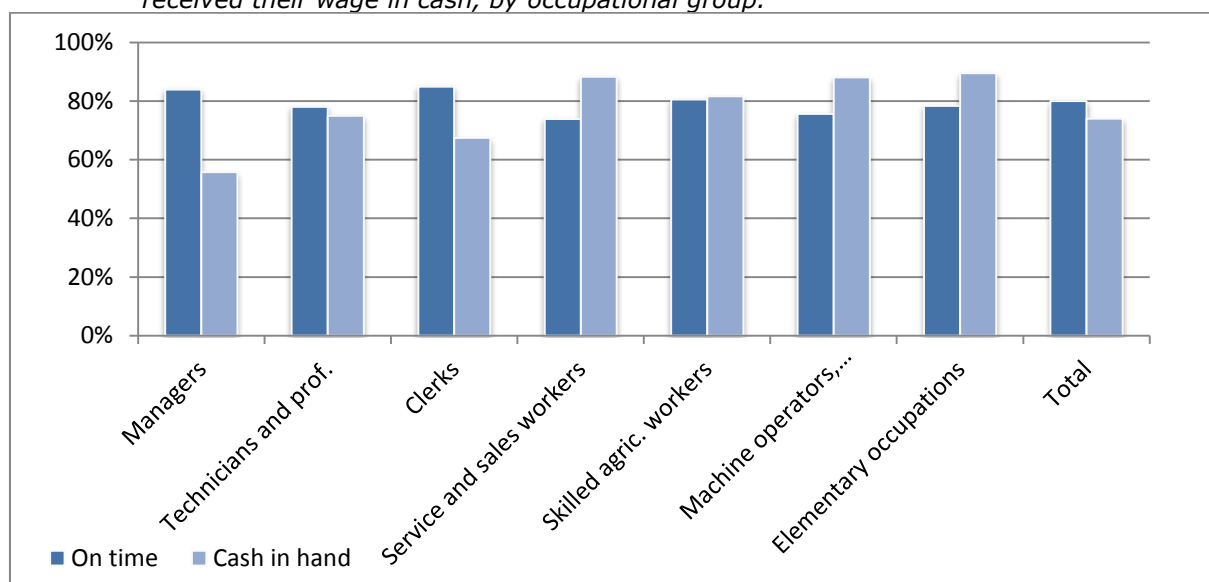


### Wages on time and cash in hand

The survey asks employees whether they received their wage on time and whether they received it by a bank draft or cash in hand. The graph shows that eight in ten employees report receiving their wage on time. Little differences exist between the occupational groups, though among the service and sales workers it is least common to receive their wage on time.

More than seven in ten employees receive their wage cash in hand. This is most frequently occurring in the elementary occupations, the machine operators, assemblers, and the service and sales workers. It occurs least frequent among the managers.

Graph 17 Percentages of employees reporting that they received their wage on time and that they received their wage in cash, by occupational group.



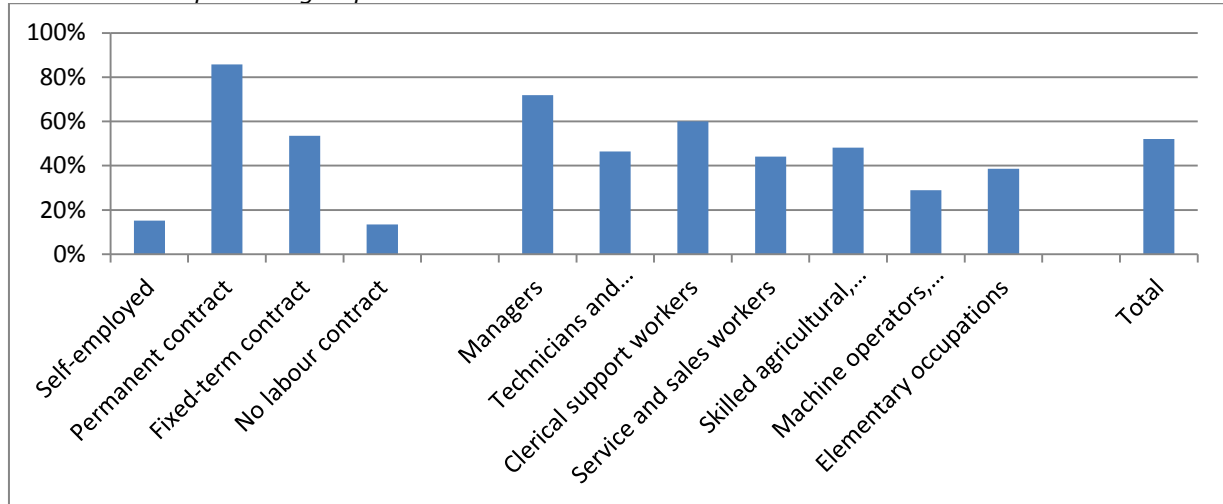
Source: WageIndicator paper survey Tanzania, 2012, weighted data, employees only (N=1860)

## 5 Working hours

### Working hours agreed

In the *WageIndicator* web-survey, a question asks if the respondents have agreed their working hours with their employer, either in writing or verbally. Five in ten workers have agreed working hours, as the Graph shows. This is highest for the employees with a permanent labour contract and lowest for the self-employed and the workers without a contract. Managers have most often their working hours agreed, whereas machine operators and assemblers have least often so.

Graph 18 Percentages of workers having agreed their working hours, by employment group and occupational group.

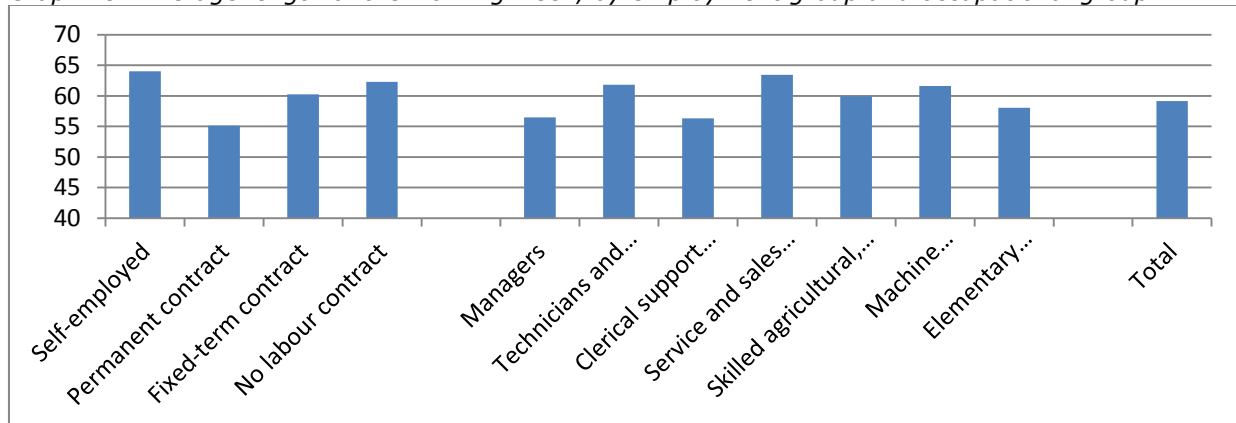


Source: *WageIndicator* paper survey Tanzania, 2012, weighted data, employees only (N=2000, 4 cases missing)

### Usual working hours

What is the average length of the working week? Graph 15 shows that the average working week with almost 60 hours is much longer than the standard 40 hours week in most other countries. It is longest for the self-employed and shortest for the employees with a permanent labour contract. The service and sales workers have the longest hours, whereas the clerks and the managers report to be working on average the least hours.

Graph 19 Average length of the working week, by employment group and occupational group

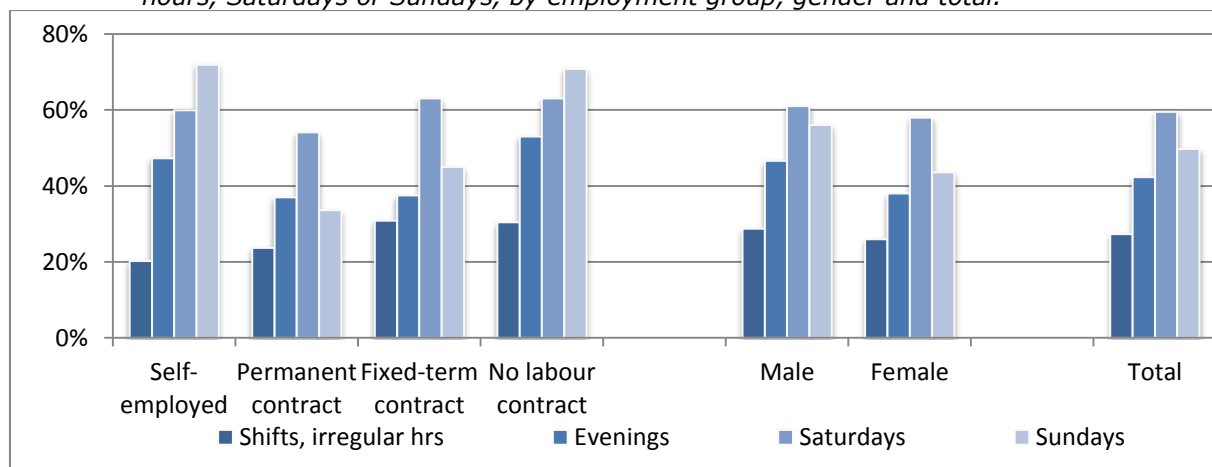


Source: *WageIndicator* paper survey Tanzania, 2012, weighted data, employees only (N=2000, 4 cases missing)

## Shifts or irregular hours

The *WageIndicator* web-survey includes a question asking if the respondent works shifts or irregular hours. Graph 16 shows that almost three in ten workers report to do so. The incidence of shift work or irregular hours is lowest for the self-employed and highest for the workers with a fixed-term contract or without a contract. Men do so more often than women. Working Saturdays is most frequently occurring, with six in ten workers reporting so. Working Sundays is particularly high among the self-employed and those without a labour contract. Working in the evening is reported by four of ten workers occurring more frequently among self-employed and workers without a contract. Women workers report less often than men to be working on Saturdays, on Sundays and in the evenings.

Graph 20 Percentage workers reporting to be working in the evenings, shift work or irregular hours, Saturdays or Sundays, by employment group, gender and total.

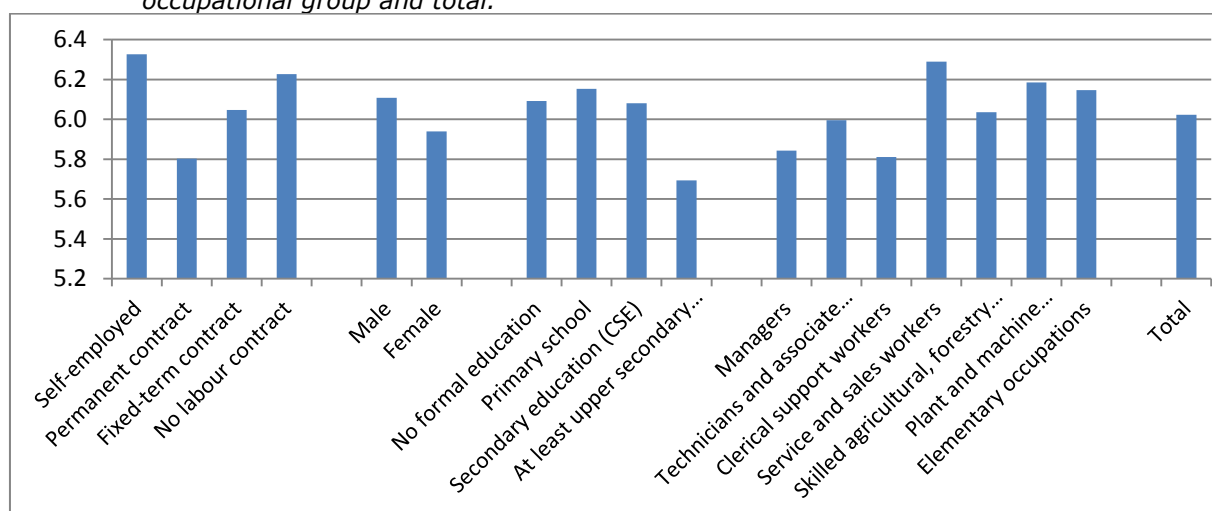


Source: *WageIndicator* paper survey Tanzania, 2012, weighted data, employees only (N=2000, 22 cases missing)

## Average working days per week

On average, the workers in Tanzania work six days a week. Particularly the self-employed and service and sales workers work more days than the average. The workers with at least upper secondary education work fewer days than the average.

Graph 21 Average number of working days per week, by employment group, gender, education, occupational group and total.

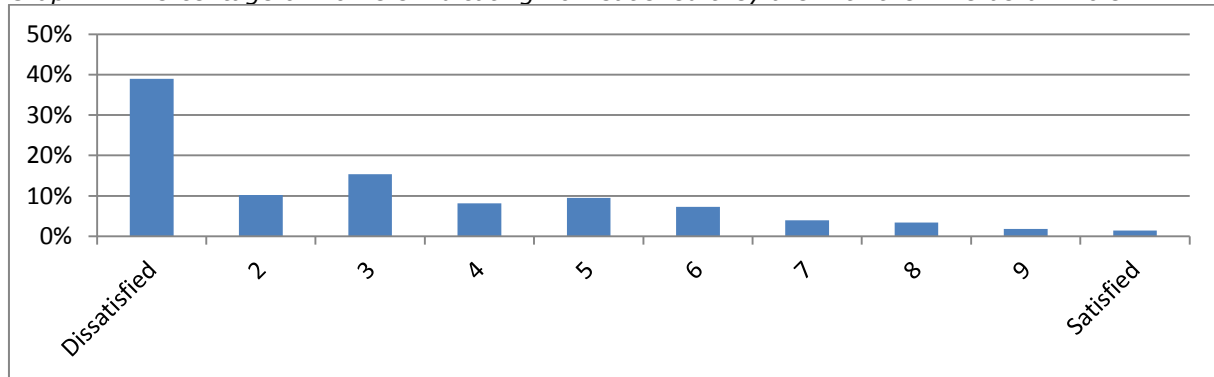


Source: *WageIndicator* paper survey Tanzania, 2012, weighted data, employees only (N=2000, 22 cases missing)

## 6 Satisfaction with life-as-a-whole

The survey includes a question about satisfaction with life-as-a-whole, to be judged on a scale from 1 – dissatisfied - to 10 – satisfied. As the graph shows, almost four in ten workers indicate to be dissatisfied with life. Another four in ten judge their life satisfaction with a mark between 2 and 5. Less than two in ten indicate an overall positive feeling with life satisfaction.

Graph 22 Percentage of workers indicating how satisfied they are with their life-as-a-whole.

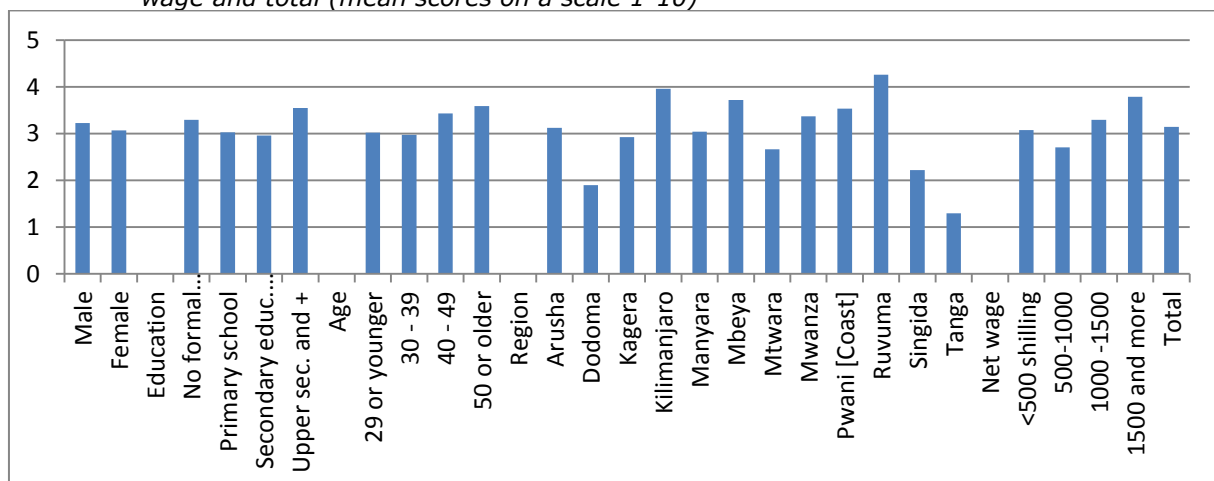


Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

Do groups differ with respect to their satisfaction with life-as-a-whole? Graph 19 shows a breakdown for several groups. Men seem slightly more satisfied than women, workers with a high education and with a low education are more satisfied than the groups in between, older workers are more satisfied than younger workers, workers in the region Tanga are least satisfied whereas those in Ruvuma are most satisfied, and finally those workers earning the most are more satisfied than those with lower earnings.

When explaining the variance in life satisfaction, however, the model states only employment status and wages are significant contributing to the explanation. Employees are less satisfied with life compared to self-employed, and workers with a low wage with earnings below 500 shilling and earnings between 500 and 1000 shilling are less satisfied compared to those with higher earnings. Gender, education, household composition and region does not contribute to the explanation. Regarding age, the workers aged 40-49 are more satisfied than those of younger age.

Graph 23 Average satisfaction with life-as-a-whole, breakdown by gender, education, age, region, wage and total (mean scores on a scale 1-10)



Source: WageIndicator paper survey Tanzania, 2012, weighted data (N=2000)

## Appendix 1 List of occupational titles

Code ISCO0813	Occupational title	Frequency
1120060000000	Engineering department manager	21
1120070000000	Installation or repairs department manager	47
1120080000000	Manufacturing department manager	137
1211010000000	Finance manager	1
1211020000000	Financial department manager	80
1212010000000	HR manager	3
1212020000000	Personnel department manager	17
1219030000000	Laboratory department manager	27
1219040000000	Housekeeping department manager	15
1219050000000	Administrative services department manager	44
1219070000000	Purchasing department manager	13
1219980000000	Department manager, all other	41
1221030000000	Marketing department manager	35
1221040000000	Sales department manager	28
1222020000000	Advertising department manager	7
1222030000000	Communications department manager	16
1222040000000	Public relations department manager	27
1223030000000	R&D department manager	2
1324060000000	Road, rail, water or air transport company manager	6
1330020000000	IT department manager	12
1420050000000	Travel agency manager	37
3322000000000	Sales representative	83
3332030000000	Travel organiser	21
4120060000000	Secretary	46
4221020000000	Travel agency clerk	46
4221040000000	Travel consultant	14
4222050000000	Emergency centre telephonist	
4226020000000	Garage receptionist	1
4226030000000	Receptionist, telephonist	98
4322050000000	Transport scheduling clerk	55
4412020000000	Courier	21
5113010000000	Travel guide	17
5131010000000	Waiter or waitress	143
5212010000000	Street vendor (food products)	62
5411010000000	Fire fighter	1
5414010000000	Security guard	109
6210020000000	Logging worker	37
6210210000000	Tree feller	53
8322020000000	Taxi driver	46
8322040000000	Ambulance driver (non paramedic)	
8322050000000	Armored car driver	
8331010000000	Bus driver public transport	132
8331020000000	Bus driver schoolchildren, elderly or handicapped persons	116
8332010000000	Truck driver	41
8341020000000	Motorised forestry equipment operator	19
9112010000000	Cleaner in offices, schools or other establishments	115
9215010000000	Forestry helper	17
9333010000000	Freight handler, all other	81
9333030000000	Remover helper	1
-99	User missing	6
	Total	2000

## Appendix 2 Regressions

Dependent Variable: Log net hourly wage					
	B	Std. Err	Beta	t	Sig.
(Constant)	4.929	.177		27.814	.000
Employee	-.315	.118	-.063	-2.680	.007
Education (iscd 0-5)	.507	.024	.446	20.752	.000
Female	.081	.050	.031	1.622	.105
Firmsize 1 empl	.381	.172	.060	2.210	.027
Firmsize 2-10 empl	.064	.101	.024	.635	.525
Firmsize 11-20 empl	.266	.105	.082	2.527	.012
Firmsize 21-100 empl	.153	.106	.046	1.444	.149
Firmsize >500 empl	-.306	.110	-.086	-2.782	.005
Years of service	.017	.003	.129	6.414	.000
Socio-Economic Index of occupational status (ISEI 11-76)	.010	.002	.131	5.949	.000
N	1989				
R_sq	.277				

Dependent Variable: Covered by a collective agreement yes/no (excl. don't know answers)						
	B	S.E.	Wald	df	Sig.	Exp(B)
Employee	2.682	.549	23.845	1	.000	14.608
Education (iscd 0-5)	.651	.061	115.023	1	.000	1.917
Female	.210	.117	3.212	1	.073	1.234
Firmsize 1 empl	-2.572	.749	11.802	1	.001	.076
Firmsize 2-10 empl	-1.367	.220	38.743	1	.000	.255
Firmsize 11-20 empl	-.640	.227	7.932	1	.005	.527
Firmsize 21-100 empl	-.138	.226	.372	1	.542	.871
Firmsize >500 empl	1.469	.265	30.787	1	.000	4.344
Years of service	.044	.006	46.184	1	.000	1.044
Socio-Econ. Index of occ. status (ISEI 11-76)	.028	.004	60.230	1	.000	1.028
Constant	-5.359	.638	70.612	1	.000	.005
N	1936					
-2 Log likelihood	1809.276					

Dependent Variable: Satisfaction with life as-a-whole (1 – dissatisfied to 10 – satisfied)					
	B	Std. Err	Beta	t	Sig.
(Constant)	4.241	.297		14.272	.000
Employee	-.571	.211	-.062	-2.704	.007
Education (iscd 1-4/5)	.029	.057	.014	.509	.611
Female	-.108	.107	-.023	-1.013	.311
Wage < 500	-.533	.178	-.113	-2.996	.003
Wage 500-1000	-.924	.180	-.169	-5.123	.000
Wage 1000-1500	-.378	.209	-.048	-1.805	.071
Living with partner	.116	.157	.024	.735	.463
Living with children	-.149	.170	-.030	-.875	.382
Age < 29	-.122	.131	-.026	-.933	.351
Age 30-39	-.179	.083	-.108	-2.152	.031
Age 40-49	.227	.083	.137	2.740	.006
Region Arusha	.010	.108	.002	.094	.925
N	1992				
R_sq	.033				

Dependent Variable: Paid up or above the applicable minimum wage threshold yes/no						
	B	S.E.	Wald	df	Sig.	Exp(B)
Employee	-.404	.249	2.641	1	.104	.668
Education (iscd 0-5)	.733	.066	122.075	1	.000	2.082
Female	-.002	.104	.000	1	.985	.998
Firmsize 1 empl	-.066	.370	.031	1	.859	.936
Firmsize 2-10 empl	-.521	.225	5.378	1	.020	.594
Firmsize 11-20 empl	.191	.242	.624	1	.429	1.211
Firmsize 21-100 empl	.365	.245	2.227	1	.136	1.441
Firmsize >500 empl	-.805	.242	11.119	1	.001	.447
Age	.033	.011	8.490	1	.004	1.034
Years of service	.003	.012	.082	1	.775	1.003
Socio-Econ. Index of occ. status (ISEI 11-76)	.008	.003	5.868	1	.015	1.008
Constant	-1.516	.446	11.537	1	.001	.220
N	1991					
-2 Log likelihood	2219.65					

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