

Wages in Zanzibar

WageIndicator survey 2013

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WageIndicator.org

About WageIndicator Foundation - www.wageindicator.org

The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. 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. The Foundation aims for transparency of the labour market by sharing and comparing wage data and labour conditions information. The Foundation operates national websites in 80 countries. The websites have a so called 3 pillar structure: for wages, for labour law and minimum wages, and for vacancies and education related information. In more than 20 countries the national WageIndicator websites are supported with offline actions like face-to-face surveys, fact finding debates and media campaigns. The Foundation operates globally through a network of associated, yet independent regional and national partner organizations like universities, media houses, trade unions and employers organizations, and self-employed specialists for legal, internet, media issues, with whom the Foundation engages in long lasting relationships. WageIndicator Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Dar es Salaam, Islamabad, Maputo and Minsk. Address: WageIndicator Foundation, Nieuwe Prinsengracht 130, 1018 VZ Amsterdam, The Netherlands, office@wageindicator.org

About University of Dar es Salaam/Economics Department - 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 East and West Africa. Check sites like Mywage.org/Tanzania, Africapay.org/Tanzania.

About University of Amsterdam/Amsterdam Institute for Labour Studies - 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, organization 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 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. Janna Besamusca is a PhD candidate at the University of Amsterdam. She has conducted research into working conditions and unionism in low wage sectors and is now studying the effect of country contexts on the position of women in the labour market worldwide.

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More information: www.Mywage.org/Zanzibar, www.WageIndicator.org

Executive summary Wages in Zanzibar

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey in Zanzibar, conducted between the 10th of December 2014 and the 9th of January 2014. The sample for the survey was drawn from establishment registers. Hence, this report details the characteristics of workers in the formal sector. Subsistence labour is not included. Yet, even though the establishment is formal, the workers can be either formally or informally employed. Nevertheless, findings would have been different if all workers had been included, suggesting that a relatively high-skilled selection of workers enters into formal employment. In total 1,360 persons were interviewed; 68% were men, 32% women and 36% were under 30 years of age. The workers in the survey live in households with on average 4 members, including themselves. Six in ten men and almost six in ten women live with both a partner and one or more children. Just 7% of workers followed no formal education, 26% finished elementary education, 31% had lower secondary education, whereas the remaining groups had more years of education. Rating satisfaction with life-as-a-whole on a scale from 1=dissatisfied to 10=satisfied, respondents score a 5.5 on average.

The biggest groups of interviewees work in manufacturing (17%), in the wholesale and retail trade (17%) and in restaurant, hotels & catering (14%). More than one in ten works in education (11%). Less than a tenth (9%) worked in human health and social work activities and slightly less in agriculture, forestry and fishery activities (7%). More than one in four workers in the sample is employed as service and sales workers (28%). Another two in ten are employed as professionals (16%). This group includes among others teachers, doctors and engineers. Sizeable groups of male respondents are craft and related trades workers (16%) or plant and machine operators (17%), while few women work in these occupations. Female workers are more likely to work as clerical support workers (14%) or in elementary, unskilled occupations (11%).

One in four workers is self-employed (25%). Almost one in four is in waged employment with a permanent contract (22%). Almost five in ten workers are employees with a fixed-term contract (45%), whereas almost one in ten have no contract at all (8%). The average usual working week of respondents is more than 50 hours in 5.9 days per week. The employees without contracts and the self-employed work the longest hours and those on permanent contracts work the shortest. Only 69% of the workers report receiving their wage on time and seven in ten workers receive their wage cash in hand. The survey included questions asking about entitlement to and contributions to social benefits. Both entitlement and contributions are relatively low: 21% of all workers are entitled to paid annual leave, another 13% is entitled to paid sick leave, 17% is entitled to a pension. Contributions to pension are reported by 23%, whereas contributions to other social security funds were reported by less than one in ten. On an 11-point informality-scale, ranging from 0=very informal to 10=very formal, the average score on the index is very low, notably 1.09. The majority of workers are in the lowest category in the index (68%), whereas a small minority is in the highest one (1%).

One in four people in the sample work on their own (25%), almost six in ten work in an organization with 1-10 employees (57%), one in ten work in businesses of more than 10 employees and 8% work for businesses employing over a 50 people. The less educated workers are, the more likely they are to work for small firms

The median net hourly wage of the total sample is 1250 Tanzanian Shilling (TZS). Employees with permanent contracts have by far the highest earnings (2012 TZS), whereas workers without a labour contract have the lowest earnings (496 TZS). Workers in firms consisting only of themselves earn the lowest wages (1120 TZS), whereas employees in firms between 51 and 100 employees earn the highest wages (1866 TZS). The lower on the informality-scale, the lower the net hourly wages. Median wages increase with every level of education. Workers without formal or with primary education earn on average 833 TZS, whereas those with tertiary education earn 2500 TZS per hour. The lowest paid workers are the service and sales workers (816 TZS), followed by the elementary occupations (729 TZS). By industry, the graph shows that the highest wages are earned in the public sector, health care, and education (1875 TZS), and the lowest wages in trade, transport, and hospitality (989 TZS).

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1 Introducing the survey

Aim of the survey

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey in Zanzibar, conducted between the 10th of December 2013 and the 9th of January 2014. In total 1,360 persons were interviewed. This survey is part of the global WageIndicator survey on work and wages. These surveys are also posted on WageIndicator websites. The survey contains questions about wages, education, occupation, industry, socio-demographics, and alike.¹ 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. This report uses the data of the face-to-face survey only.

The questionnaire

The WageIndicator survey was adapted from the global standard questionnaire to the setting in Zanzibar. Most of the questions were retained without changing the intended purpose. The questionnaire for the face-to-face interviews is available in two languages, namely Swahili and English. Table 1 shows that 99% of the respondents took the Swahili version.

Table 1 Number of respondents and language of the survey

	Number of respondents	Per cent
Swahili	1347	99.0%
English	11	0.8%
Not filled in	2	0.2%
Total	1360	100.0%

Source: WageIndicator face-to-face survey Zanzibar, 2013, unweighted data

Sampling and fieldwork

The sampling and interviewing of the respondents was done by the University of Dar-es-Salaam (Tanzania). A multi stage sampling technique was employed. First, using the total wage employment in the country a weighted sample was obtained and spread by regional location. Then based on a country level sample frame of establishments a random sample of the establishments was adopted. From the random sampled establishments a list of workers from the broad range of occupations was interviewed. The survey targeted employed and wage employees regardless of the sector and occupational specialization. Zanzibar is a small economy and part of United Republic of Tanzania. Therefore sampling took into account the high concentration of occupational and site specific activities amid the confined economy of Zanzibar. The Zanzibar survey was a bit hard due to strict regulations that an interview requires multiple stage of permits. Note that by sampling registered establishment this report details the characteristics of workers in the formal sector. Subsistence labour is therefore not included in the sample and not in the report. Yet, even though the establishment is formal, the workers can be either formally or informally employed. Nevertheless, findings would have been different if all workers had been included, suggesting that a relatively high-skilled selection of workers enters into formal employment.

The interviewing of the respondents was done by the Centre for Environmental Economics and Development (CEDR), a professional interview agency based in Dar-es-Salaam, in collaboration with University of Dar-es-Salaam. Fourteen interviewers were involved. They received two days of training before conducting the interviews. Respondents were predominantly interviewed in their work places, but also in the street and in a minority of cases in their homes. During the field work

¹ 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

the cooperation of interviewees was good and no major problems were encountered. On a five-point scale from 1=very cooperative to 5=not at all cooperative, the interviewers ranked the interviewees on average 1.7. A few respondents were very reluctant group was not cooperative (0.3%). No refusal was reported.

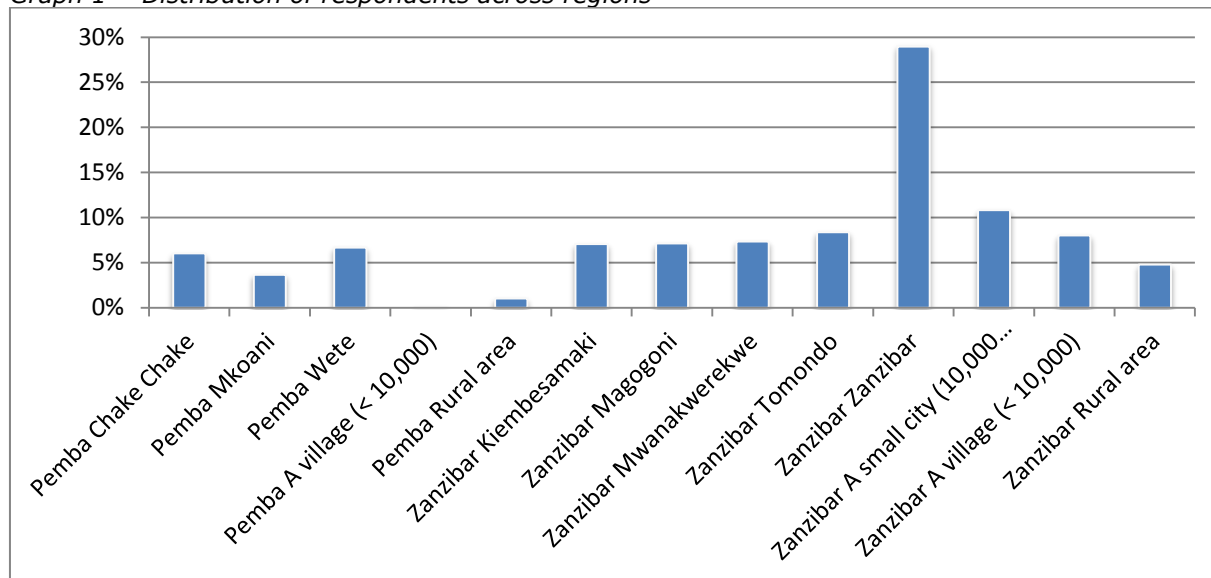
Data-entry was done by four typists under responsibility of CEDR. The data-entry took place in the *WageIndicator* data-entry module using a range of validity checks. The survey and the data entry were very closely monitored by Dr Godius Kahyarara, a senior economist from the University of Dar-es-Salaam, who also performed the double checks in all stages.

2 Socio-demographic characteristics

Regions

The interviews were held in all administrative regions of Zanzibar and Pemba. The largest number of interviews was done in Zanzibar City (27%), the smallest number in a village in Pemba (0.01%). The majority of the respondents lived in towns with more than 100,000 inhabitants or in the suburbs of these town (76%).

Graph 1 Distribution of respondents across regions

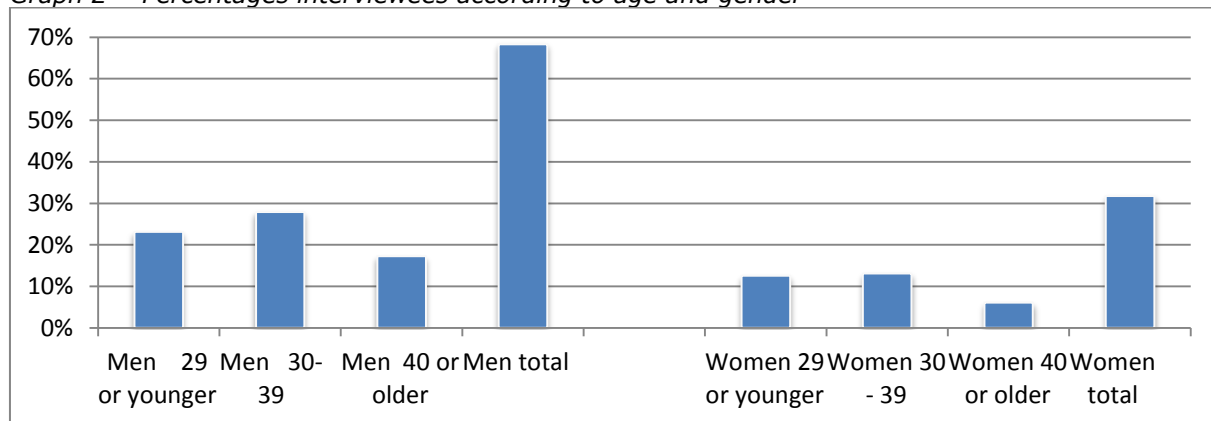


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1360)

Age and gender

Graph 2 reveals the distribution of the men and women in the survey over three age groups. More male than female workers were interviewed (68% versus 32%). Compared to older workers more young workers (men and women) aged 29 years or under were interviewed (36%).

Graph 2 Percentages interviewees according to age and gender

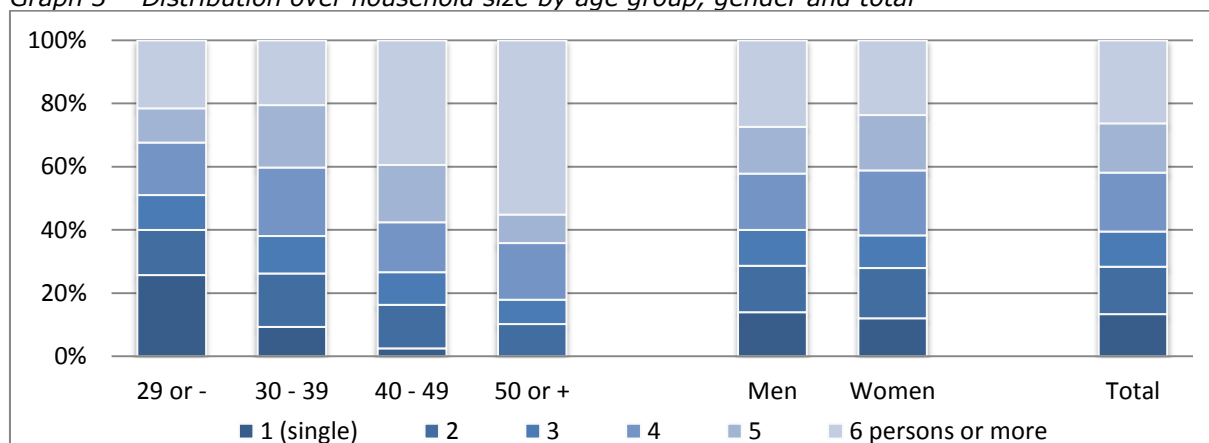


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1360)

Household composition

The workers in the survey live in households with on average 3.9 members, including themselves. Graph 3 shows that almost three in ten interviewees live in a household with six or more members and slightly over one in ten live in a single-person household, whereas between one to two in ten live in household with 2 to 5 persons (see bar total). Not surprisingly, younger workers more often live in single- person households, while more than five in ten workers who are fifty years or older live in households with six people or more. Some gender differences were found; men are more likely to live either alone or in a six-person household and women are a little more likely to live in a household with two to five persons.

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

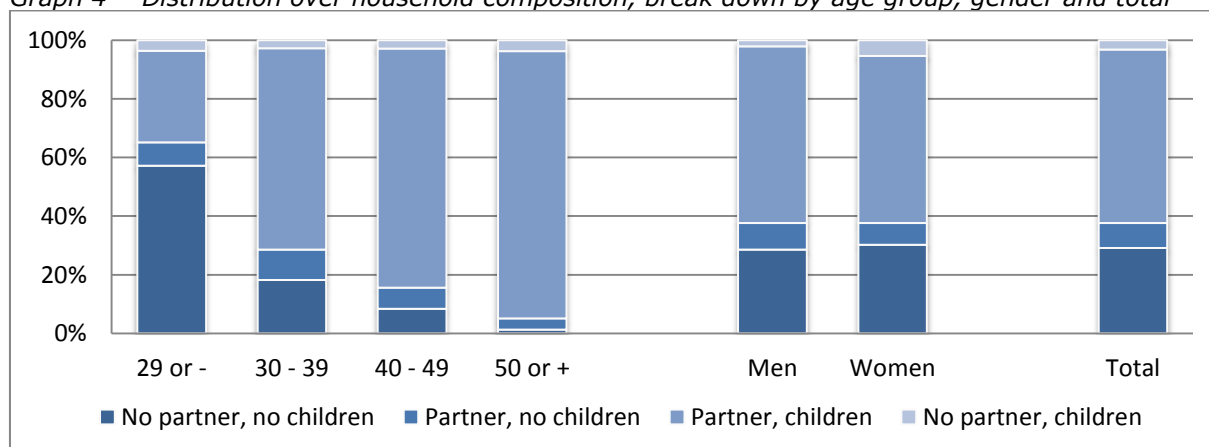


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n= 1327, missing = 33)

Living with partner and children

Graph 4 shows whether men and women from different age categories live with partners and children. The survey explicitly asks for children in the household rather than own children, assuming that the worker most likely will have to provide for them. Six in ten men and almost six in ten women live with both a partner and one or more children; and almost seven in ten workers above 30 years of age do as well, whereas only three in ten people under 30 do. A few percent live without a partner but with children (2% of the men, 5% of the women). Note that these workers do not necessarily live in a single-headed household. They may live with other relatives or non-relatives in their household.

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



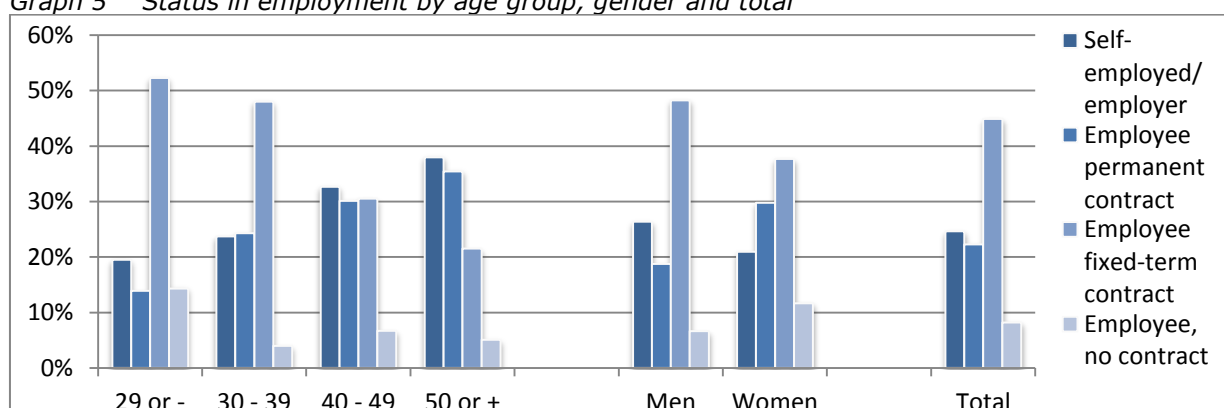
Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1324, missing = 36)

3 Employment characteristics

Status in employment and labour contract

The survey distinguishes registered self-employed/employer, employees with a permanent contract or a fixed-term contract and employees without a contract. The line between workers without a contract and own-account workers is thin. However for reasons of clarity we use this borderline. As shown in Graph 5, one in four workers is self-employed (25%). Almost one in four is in waged employment with a permanent contract (22%). Almost five in ten workers are employees with a fixed-term contract (45%), whereas almost one in ten have no contract at all (8%). Substantial differences exist by gender and age. Women are more likely to have a permanent contract or no contract at all, whereas men are more likely to hold a fixed-term contract or to be a self-employed worker. Older workers are more likely to have either a permanent contract or to be self-employed and young people are more likely to work on a fixed-term contract or to have no contract at all.

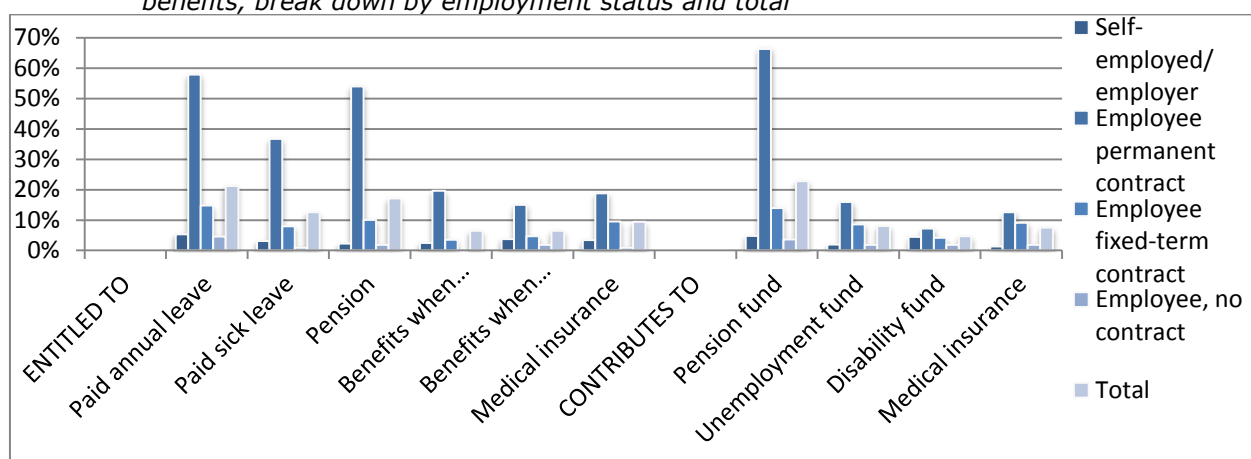
Graph 5 Status in employment by age group, gender and total



Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1352, missing = 8)

The survey included questions asking about entitlement to and contributions to social benefits. Graph 5 shows that on average both entitlement and contributions are relatively low. In total 21% of all workers in the survey are entitled to paid annual leave, another 13% is entitled to paid sick leave, 17% is entitled to a pension. The other three entitlements are reported by less than one in ten workers. Contributions to pension are reported by 23%, whereas contributions to an unemployment fund, a disability fund and medical insurance are reported by less than one in ten workers. Graph 5 shows that these percentages are approximately twice as high for the employees with a permanent contract, compared to all other employment status groups.

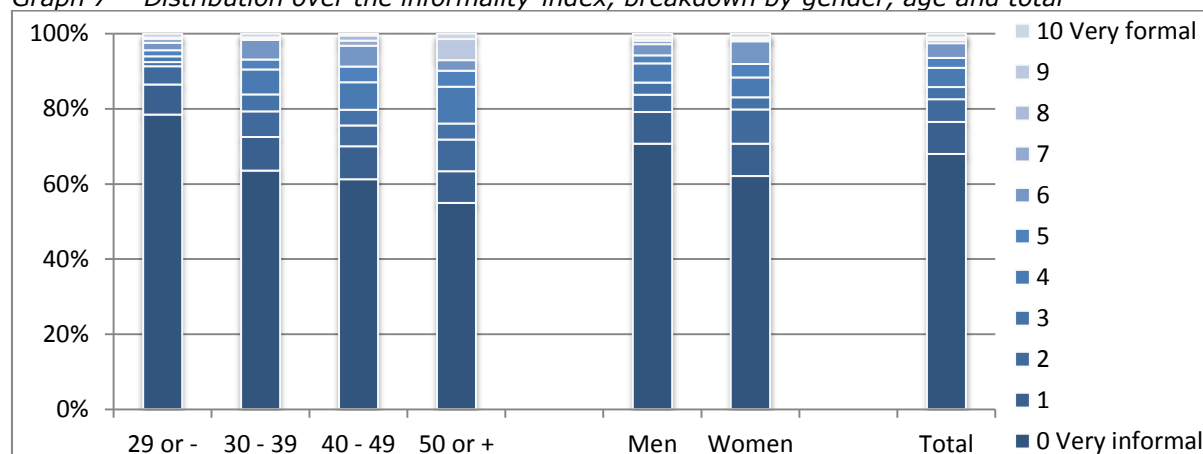
Graph 6 Mean values for entitlement to six social benefits and for contributions to four social benefits, break down by employment status and total



Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1313-1329)

The data allow us to investigate who the formal and the informal workers in the formal sector are by computing an 11-point informality-index, ranging from 0=very informal to 10=very formal. We identified the workers who are not entitled to social benefits and who do not contribute to social security at the informal end of the spectrum. The workers who are entitled are placed at the other end of the spectrum. The average score on the index is very low, notably 1.09. Graph 7 shows that the majority of workers are in the lowest category in the index (68%), whereas a small minority is in the highest one (1%). The table shows that workers 29 years or younger are often found in informal jobs and that women work slightly more often in formal jobs compared to men.

Graph 7 Distribution over the informality-index, breakdown by gender, age and total

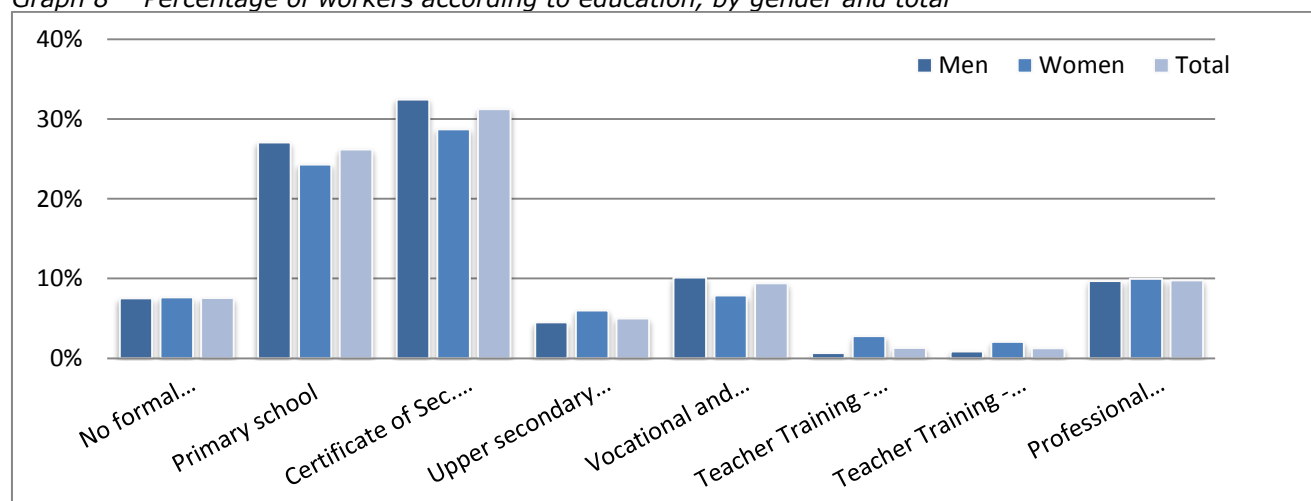


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n= 1266, missing = 94)

Employment by educational category

As is shown in Graph 8, almost one in three workers had diplomas from Lower secondary - Certificate of Secondary Education (CSE) (31%) and one in four had finished primary school (26%). Less than one in ten followed no formal education (7%), had diplomas of upper secondary education (5%), had a vocational and craft training (9%), a professional advanced diploma (10%) or a bachelor or master university degree (8%). No substantial gender differences regarding education arise. Women are on average slightly higher educated than men; women have more often a teacher training, whereas men have more often completed a vocational and craft training. Four in ten workers report being underqualified for their job and only a small minority considers themselves overqualified (not in the graph). Not surprisingly, workers who report being underqualified tend to have no formal education, primary school, certificate of secondary education, or upper secondary - A-Level.

Graph 8 Percentage of workers according to education, by gender and total

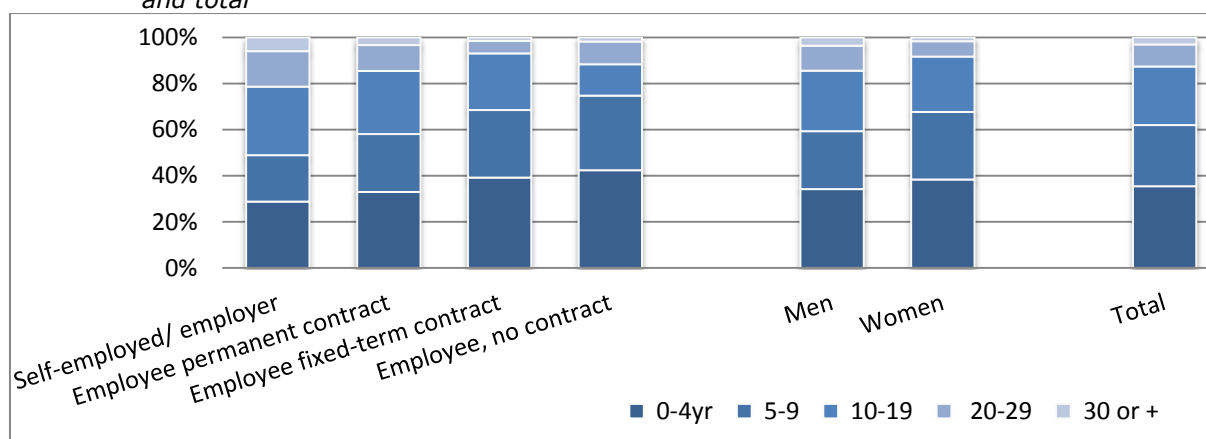


Source: WageIndicator face-to-face survey Zanzibar, 2013 (N=1,360)

Years of work experience

On average, the workers have worked for 9.6 years. More than three in ten workers have less than five years of experience (Graph 9). More than one in four has worked between 5-9 years and another quarter between 10 and 19 years. One in ten has worked for more than 20 years in the labour market. Few differences are found between the self-employed and the workers on permanent contracts, but the employees on fixed term contracts or the workers without contracts have less experience (12.2 and 10.3 years for the former, versus 8.1 years for the latter). In all categories men have more experience than women. The survey has a question about spells out of the labour market. Only very few respondents (< 1%) have experienced such a spell. The spell reasons were not asked, but most likely these are due to unemployment.

Graph 9 Distribution over years of work experience, breakdown by employment status, gender and total

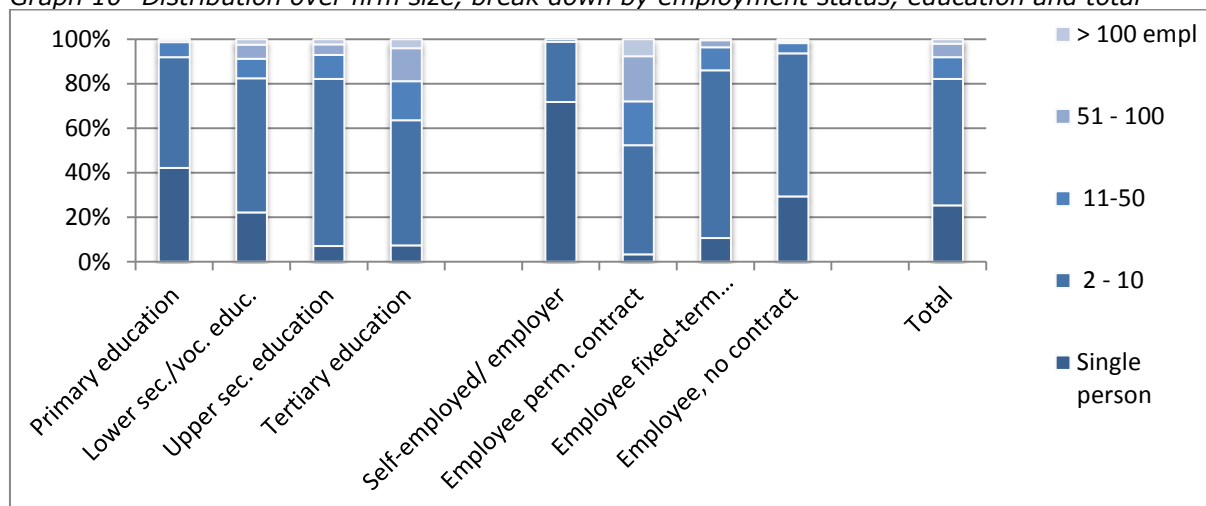


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1360, missing = 0)

Firm size

One in four people in the sample work on their own (25%), almost six in ten work in an organization with 1-10 employees (57%), one in ten work in businesses of more than 10 employees and 8% work for businesses employing over a 50 people. Graph 10 shows that the self-employed and employers work largely in small firms (72%). Furthermore, the less educated workers are, the more likely they are to work for small firms. Workers with tertiary education or university education relatively most often in the larger organisations.

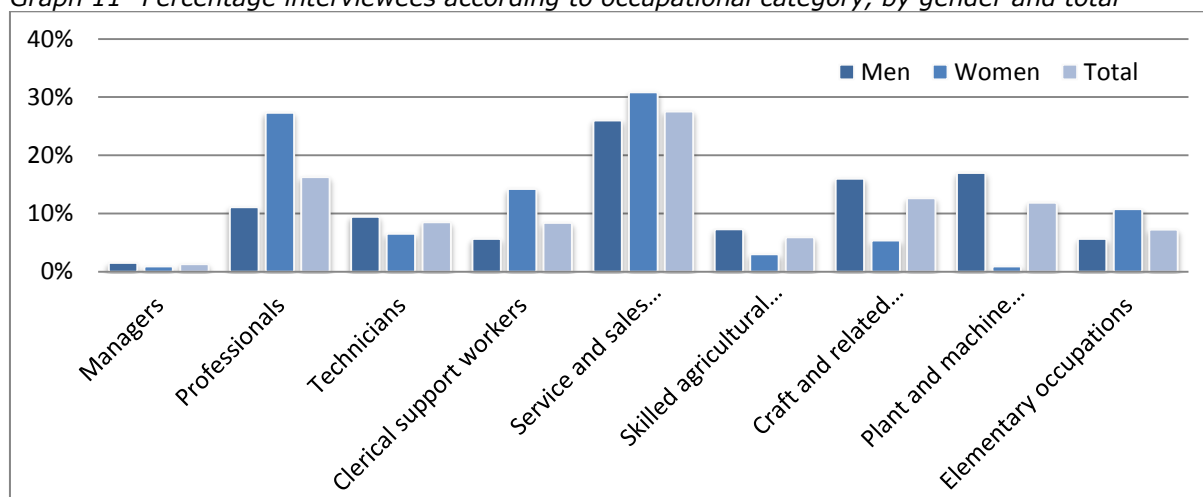
Graph 10 Distribution over firm size, break down by employment status, education and total



Source: WageIndicator face-to-face survey Zanzibar, 2013 (n= 1337, missing = 23)

Employment by occupational category

Graph 11 Percentage interviewees according to occupational category, by gender and total



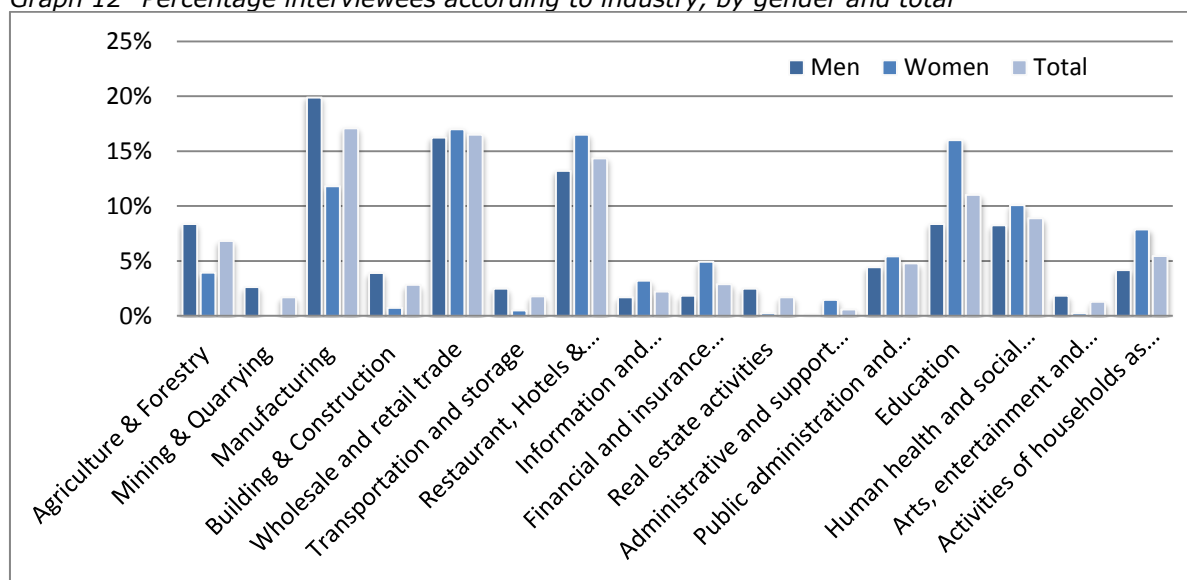
Source: WageIndicator face-to-face survey Zanzibar, 2013 (n= 1347, missing = 13)

Graph 11 shows that more than one in four workers in the sample are employed as service and sales workers (28%). Another two in ten are employed as professionals (16%). This group includes amongst others teachers, doctors and engineers. Sizeable groups of male respondents are craft and related trades workers (16%) or plant and machine operators (17%) while few women work in these occupations. Female workers are more likely to work as clerical support workers (14%) or in elementary, unskilled occupations (11%).

Employment by industry

The biggest groups of interviewees worked in manufacturing (17%), in the wholesale and retail trade (17%) and in Restaurant, Hotels & Catering (14%), as shown in graph 12. More than one in ten works in education (11%). Less than a tenth (9%) worked in human health and social work activities and slightly less in agriculture, forestry and fishery activities (7%). Women are overrepresented in education, and in the restaurants, hotels and catering. Men are overrepresented in manufacturing, and in agriculture, forestry and fishery.

Graph 12 Percentage interviewees according to industry, by gender and total



Source: WageIndicator paper survey Zanzibar, 2013 (n= 1170, missing = 190)

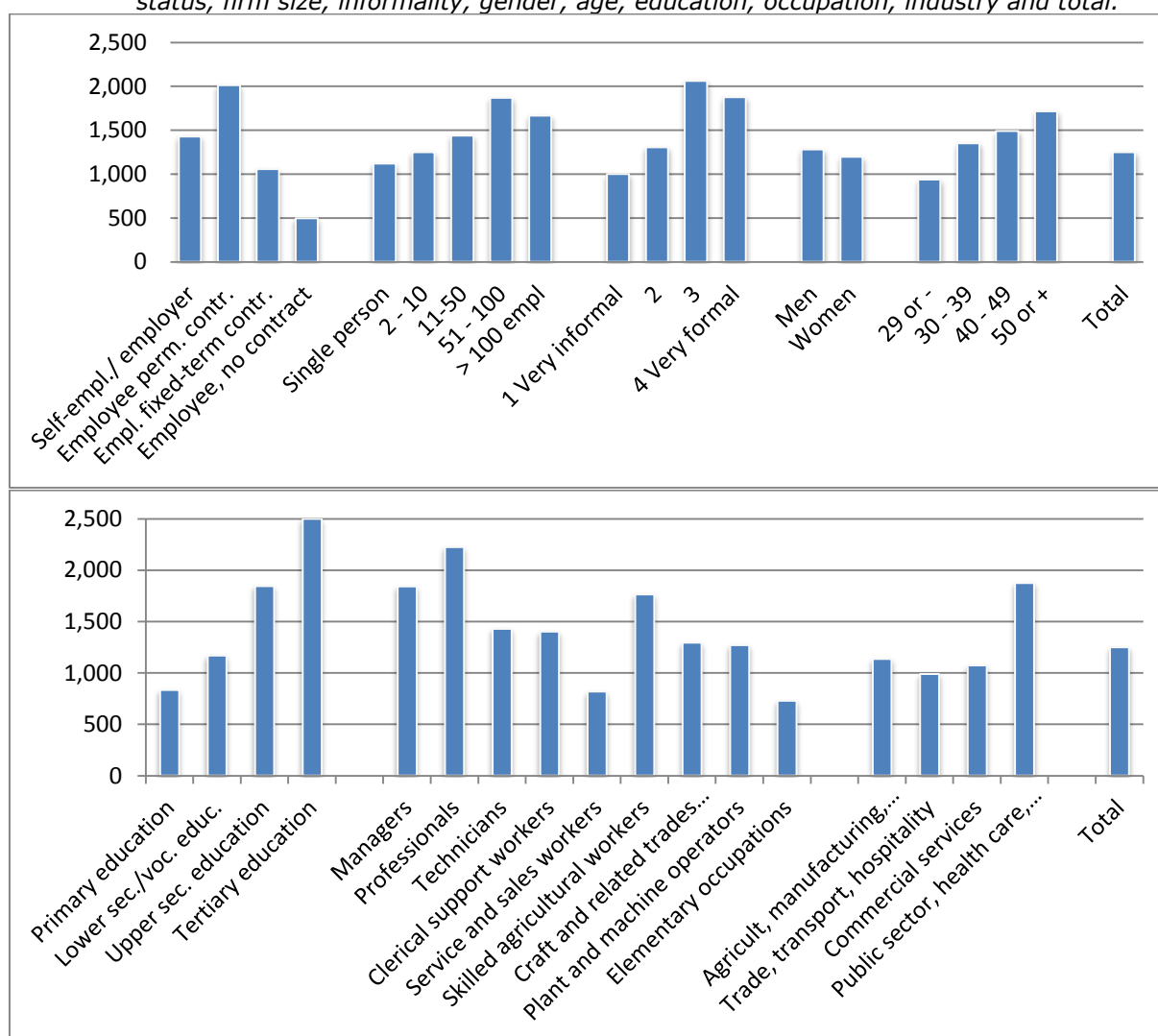
4 Remuneration

Wage levels

The median net hourly wage of the total sample is 1250 Tanzanian Shilling (TZS), as Graph 13 shows. If information about the net wage was missing, we used information about the gross wage to compute the net hourly wage. 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 13 reveals that employees with permanent contracts have by far the highest earnings (2012 TZS), whereas workers without a labour contract have the lowest earnings (496 TZS). With 1120 TZS workers in firms consisting only of themselves earn the lowest wages, whereas employees in firms between 51 and 100 employees earn the highest wages (1866 TZS). The graph also shows that the lower on the informality-index, the lower the net hourly wages. Those on the lowest end of the scale earn only 1000 TZS per hour, whereas those in the one-highest end earn wages far above that (2062 TZS). Men have slightly higher wages compared to women, and with 937 TZS young workers have substantial lower wages than workers in the oldest age group (1714 TZS).

Graph 13 Median net hourly wages in Tanzanian Shilling (TZS), break down by employment status, firm size, informality, gender, age, education, occupation, industry and total.



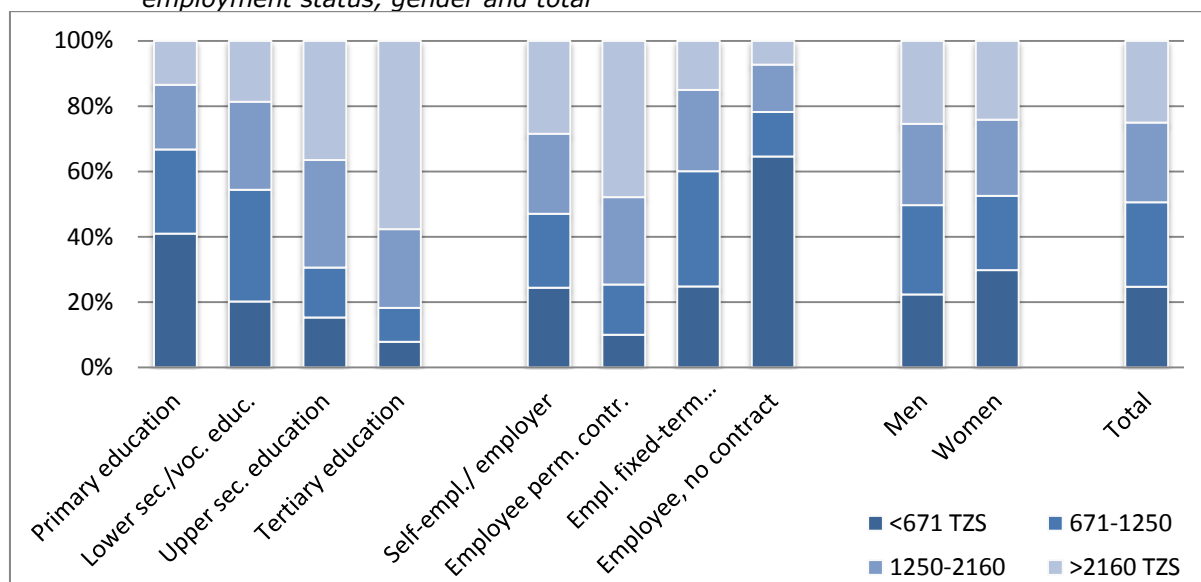
Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1256 - 1348)

Median wages increase with every level of education, as Graph 13 very clearly shows. Payoffs are small for primary education and increase as the level gets higher. Workers without formal or with primary education earn on average 833 TZS, whereas those with tertiary education earn 2500 TZS per hour. By occupational category, the graph shows that the professionals have the highest median wages (2222 TZS), followed by the managers (1839 TZS). The lowest paid workers are the service and sales workers (816 TZS), followed by the elementary occupations (729 TZS). By industry, the graph shows that the highest wages are earned in the public sector, health care, and education (1875 TZS), and the lowest wages in trade, transport, and hospitality (989 TZS).

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 more education pays off, whereas working for a micro firm has a negative effect on wages. Workers with a higher occupational status earn more, as do people with more years of work experience.

Graph 13 with the median wages certainly provides a clear picture of the remuneration of the workers in the survey. However, the distribution over several wage groups is of equal importance to explore. To do so, we divide the workers in four groups of approximately equal size. Graph 14 shows that 25% of the workers earn less than 671 TZS, another 25% earn between 671 and 1250, 25% earn between 1250 and 2160 and the remaining 25% earn more than 2160 Shilling per hour. Whereas more than four in ten workers with primary education (41%) earn less than 671 Shilling, almost six in ten workers with university education earn more than 2160 TZS per hour (58%). More than half of the workers without a contract work for less than 671 TZS per hour (64%), whereas almost half of the employees on permanent contracts earn at least 2160 TZS (48%).

Graph 14 Distribution over hourly wages in Tanzanian Shilling (TZS), break down by education, employment status, gender and total



Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1348, missing = 12)

Wages below the minimum wage rate

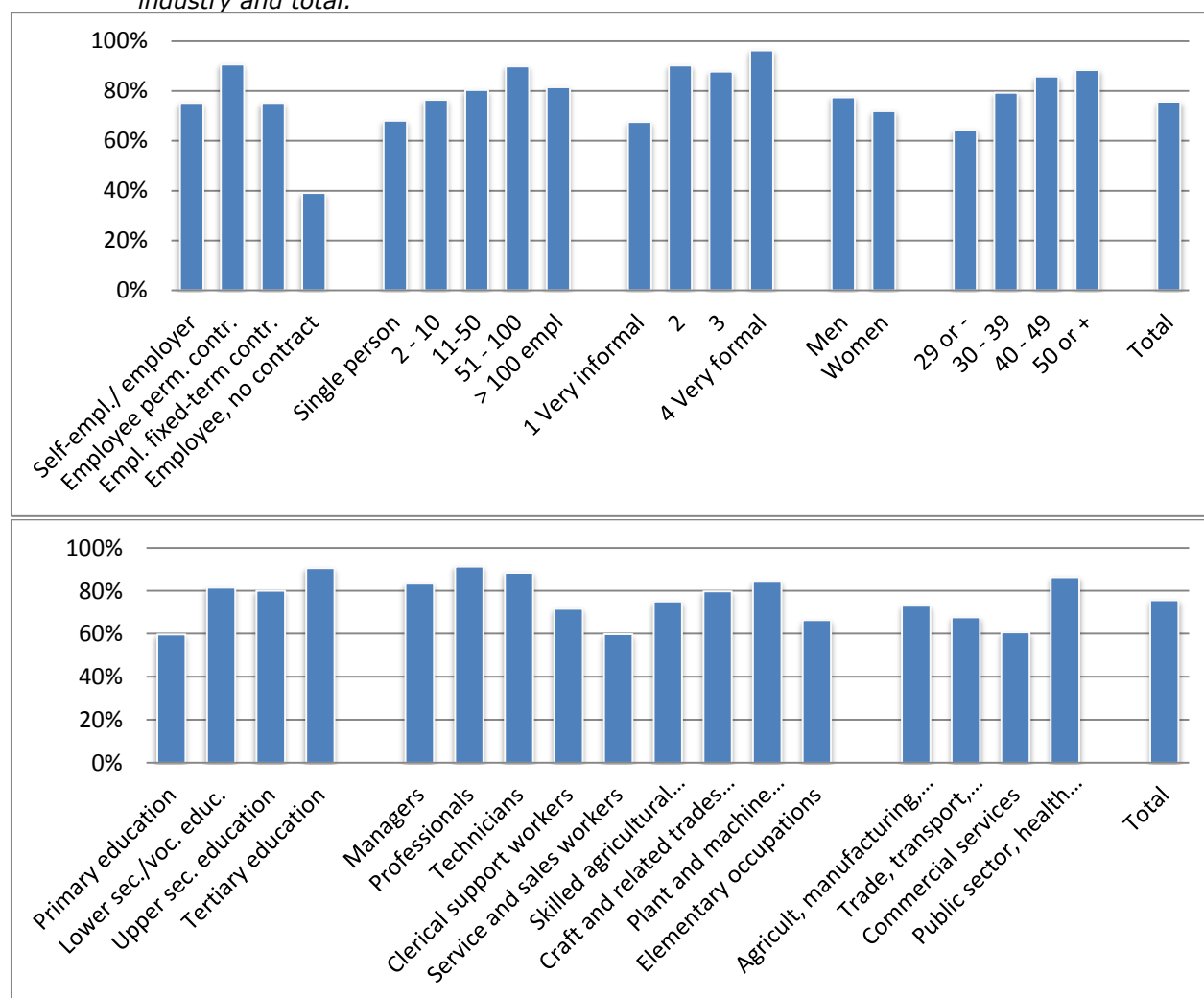
Tanzania has an extensive minimum wage setting, which also applies to Zanzibar. The minimum wages vary by industry and for domestic workers.² We tested to what extent the respondents of the survey are paid according to their respective minimum hourly wage rate. Based on the responses to the survey questions about industry and occupation, we were able to identify which minimum wages were relevant for which workers. However, some minimum wages are more detailed than is measured in the survey. In the mining industry for example the minimum wages fall apart into minimum wages for the mining and prospecting licenses, the primary mining licences, the dealers licenses, and the brokers licenses, whereas we can only identify if a respondent is working in the mining industry. In these cases, the lowest minimum wage is applied.

² See <http://www.africapay.org/tanzania/home/salary/minimum-wages>

The result of the analysis shows that 76% of the sample is paid on or above the minimum wage, whereas 24% is paid below the minimum wage level. Note that we included both the employees and the self-employed. Graph 15 shows in detail in which groups this occurs most frequently. Workers without a contract are the single most vulnerable group. Just over one third (39%) earn more than the minimum wage rate. Workers in large firms are most often paid above the minimum wage rate (89%). In contrast, 68% of workers in single person firms are paid above the minimum wage rate. Differences are found according to the informality-index. Only 67% of informal workers are paid above the minimum wage rate compared to 96% of the most formal workers. Men are slightly more often paid above the minimum wage rate than women (77% versus 72%). Workers under 30 years are most vulnerable: 64% is paid on or above the minimum wage rate compared to 88% of workers above 50 years old.

Less than six in ten workers with no education or primary education are paid above the minimum wage rate (59%), compared to 90% of workers who finished tertiary education respectively. More than eight in ten managers are paid above the minimum wage rate (83%). In contrast, less than six in ten sales and services workers and workers earn more than the minimum wage rate (59%) and just a few more workers in elementary occupations do (66%). Workers in commercial services are most at risk of being not paid a minimum wage (only 60% paid above). Public sector workers are best off; 86% of them earn a wage above the minimum wage rate. The impact of each category on an individual's outcome can be investigated, while controlling for the impact of the other categories (see Appendix 2), showing that particularly the informality index, the educational level, age, and occupational status affect the likelihood of being paid on or above minimum wage rate.

Graph 15 Percentages of workers paid on or above the standard minimum monthly wage by employment status, firm size, informality index, gender, age, education, occupation, industry and total.

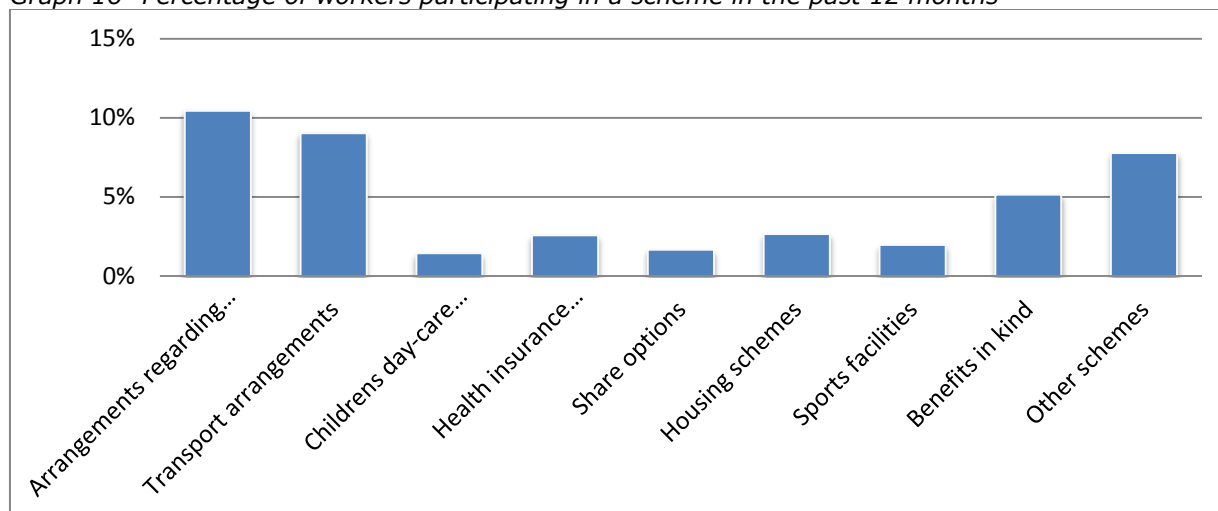


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n= 1348, for industry n=1159)

Participation in schemes and receiving allowances

The survey has several questions about participation in schemes and allowances. These questions are asked to both the employees and the self-employed. Graph 16 shows that participation is generally low and that arrangements regarding expenses (10%) and transport arrangements for commuting (9%) are most common. All other schemes or allowances are below 5%.

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

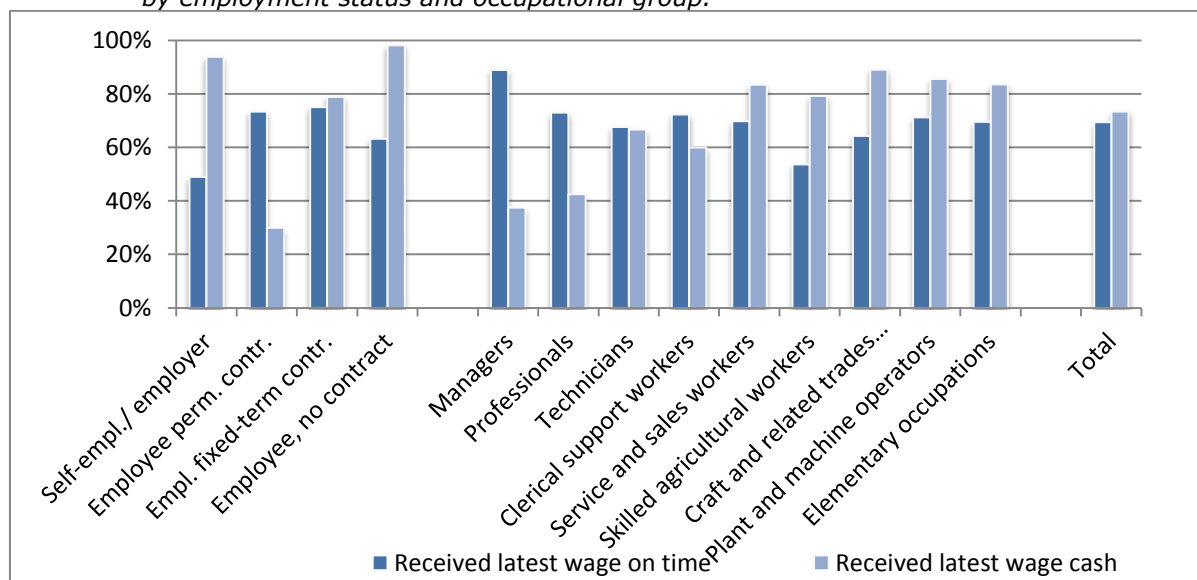


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n= 1315 - 1331)

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. Graph 17 shows that 69% of the workers report receiving their wage on time. This ranges from 54% of the skilled agricultural, forestry and fishery workers to 89% of the managers. Over seven in ten workers (73%) receive their wage cash in hand. In this case, there are large differences between the occupational categories. Craft and related trades workers (89%) and plant and machine operators (86%) very often receive wages in cash, whereas much fewer managers do (38%).

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



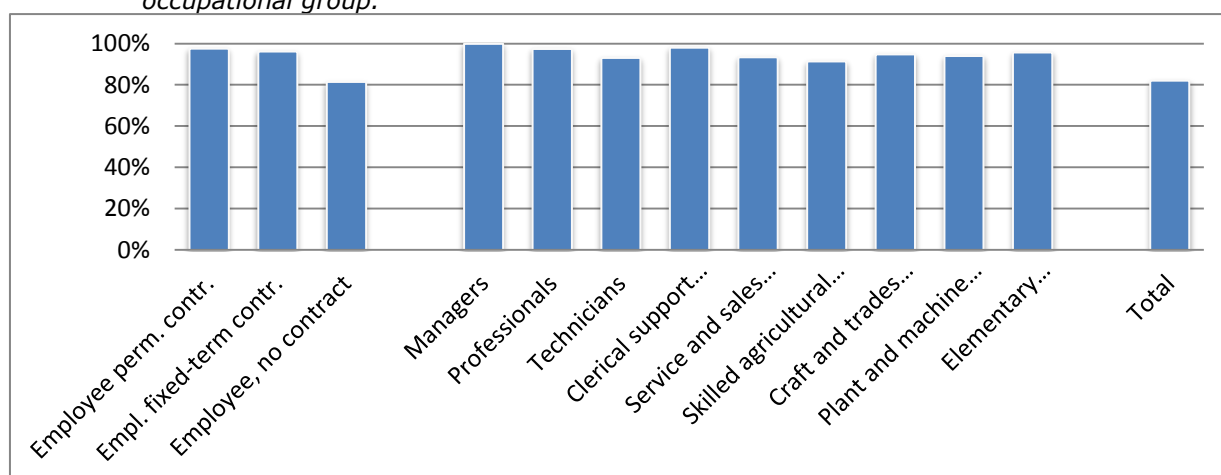
Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1189 on time, n=1313 cash)

5 Working hours

Working hours agreed

One survey question asks if the respondents (employees only) have agreed their working hours with their employer, either in writing or verbally. The vast majority of the employees, 82%, have agreed working hours (Graph 18). This is highest for the employees with a permanent contract (98%) and lowest for the workers without a contract (81%). Managers (100%), professionals (97%) and clerical support workers (98%) most often have agreed working hours. Skilled agricultural workers (91%) have least often agreed working hours.

Graph 18 Percentages of employees with agreed working hours, by employment status and occupational group.

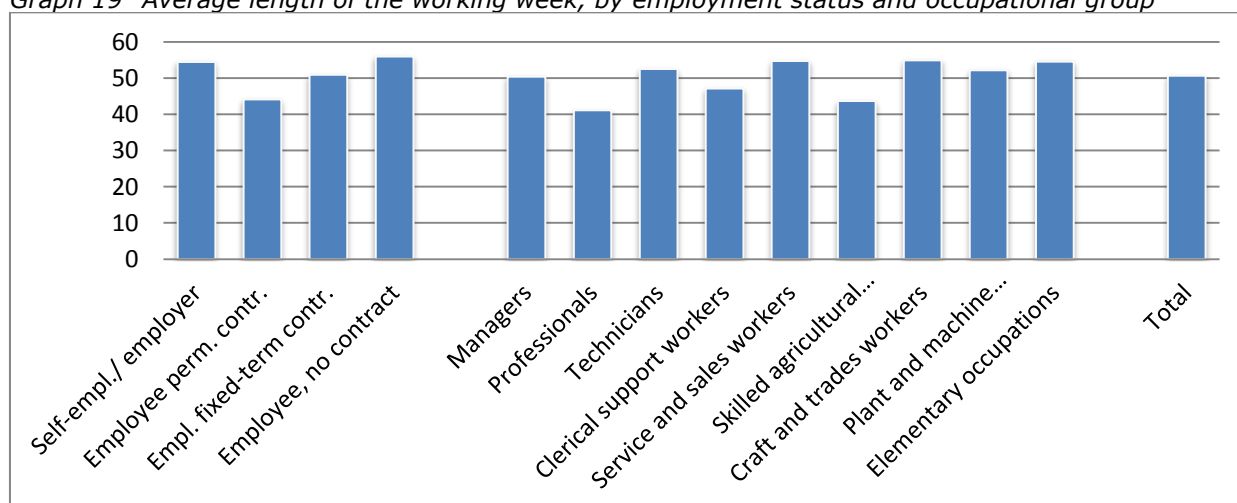


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=943 and n=934, employees only)

Usual working hours

Graph 19 shows that the average usual working week of respondents is more than 50 hours, which is much longer than the standard 45 hours working week. The employees without contracts and the self-employed work the longest hours (56 and 54 hours respectively) and those on permanent contracts work the shortest (44 hours). The service and sales workers and the craft and trades workers work on average 55 hours per week, whereas the professionals work 41 hours.

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



Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1352, missing = 8)

Shifts or irregular hours

The survey includes a question asking if the respondent works shifts or irregular hours. Graph 20 shows that four in ten workers report doing so. The incidence of shift work or irregular hours is highest for employees with a fixed-term contract. Men more often than women work shifts or irregular hours. Working in the evenings is reported by 13% of workers in the sample, most frequently by self-employed workers or workers without contracts and more so by women than by men. Two in ten workers report working regularly on Saturdays, while three in ten work regularly on Sundays. Working Saturdays occurs most often among the self-employed, whereas working on Sundays is reported most often by workers without a contract.

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

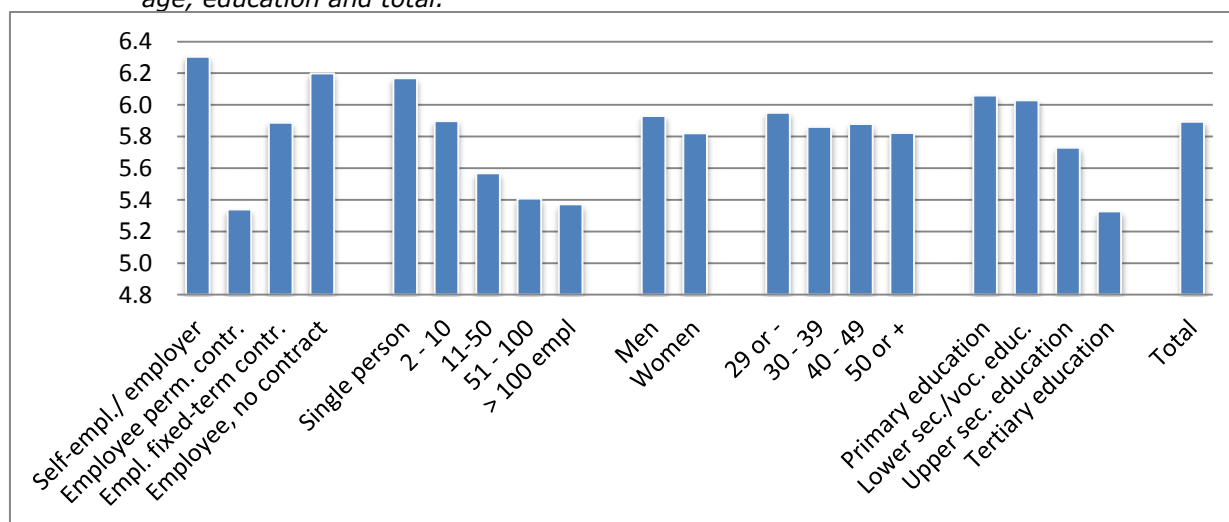


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1235 - 1309)

Average working days per week

On average, the workers in the sample report to be working 5.9 days a week. Graph 21 shows that the self-employed and those without contracts work more days than the average, as so do the workers in single person firms, men, the youngest age group, and the workers with primary school.

Graph 21 Average number of working days per week, by employment status, firm size, gender, age, education and total.

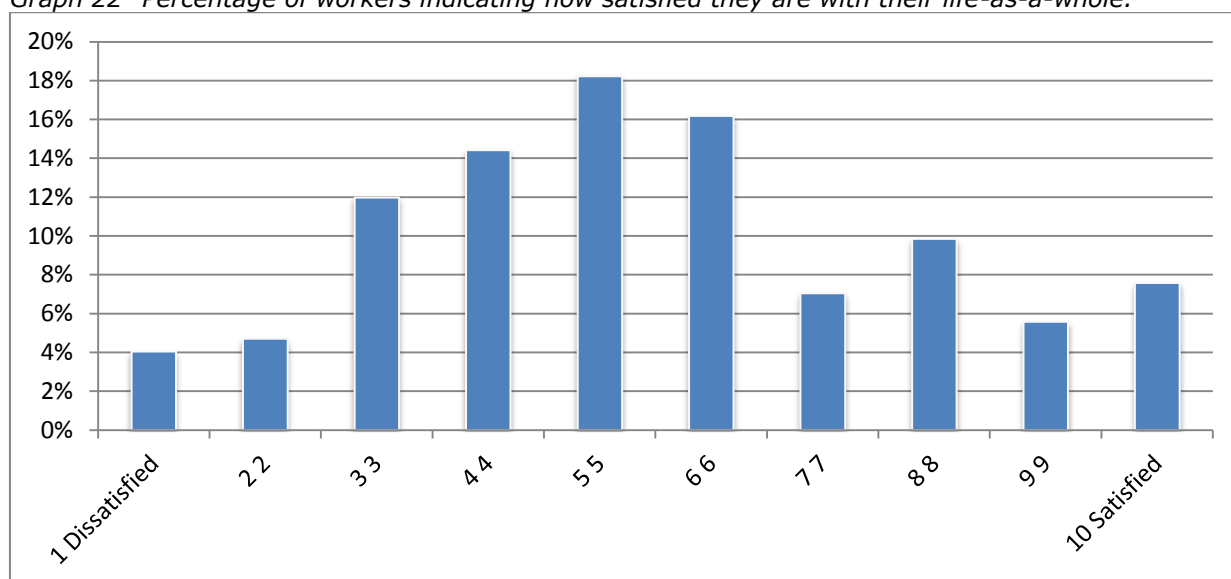


Source: WageIndicator face-to-face survey Zanzibar, 2013 (n= 1345 - 1360)

6 Satisfaction with life-as-a-whole

The survey includes a question about satisfaction with life-as-a-whole on a scale from 1=dissatisfied to 10=satisfied. As graph 22 shows, slightly more than half of the respondents (53%) rate their lives a five or lower and a 14% score an 8 or higher. On average, the score is a 5.5.

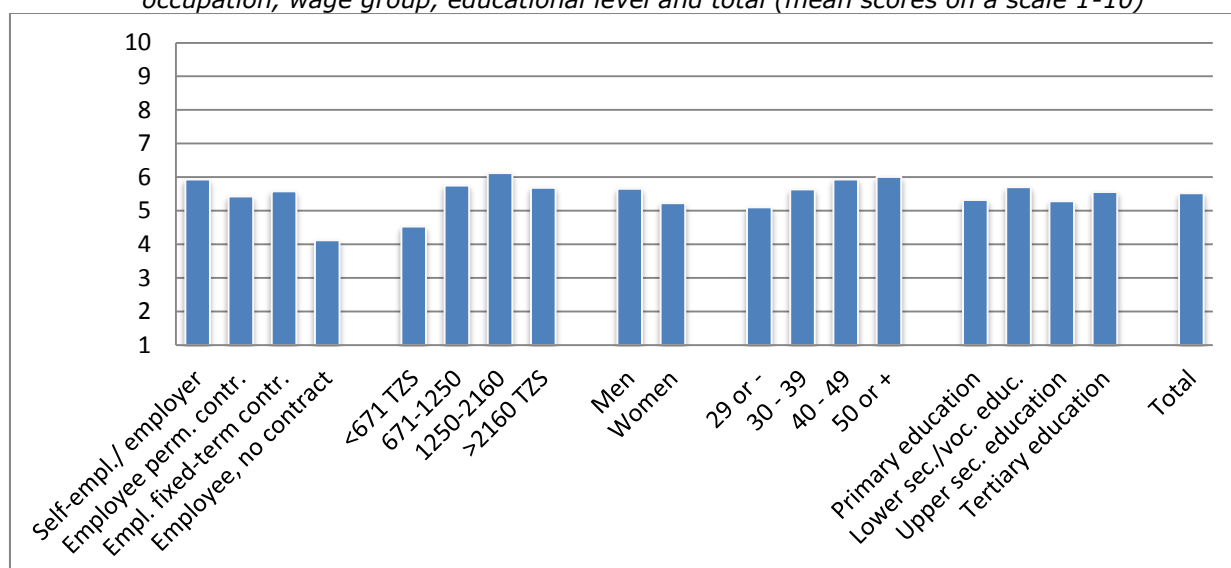
Graph 22 Percentage of workers indicating how satisfied they are with their life-as-a-whole.



Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1355, missing = 5)

Groups do differ with respect to their life satisfaction as a whole. Graph 23 shows a breakdown for several groups. Workers earning less than 671 TZS per hour and employees without a contract are least happy. When explaining the variance in life satisfaction, however, a permanent contract, a high wage group, and a child significantly contribute to happiness (model included in the appendix). People not on permanent contracts, with lower wages, and without a child are less satisfied than their counterparts.

Graph 23 Average satisfaction with life-as-a-whole, breakdown by employment status, gender, occupation, wage group, educational level and total (mean scores on a scale 1-10)



Source: WageIndicator face-to-face survey Zanzibar, 2013 (n=1347 - 1355)

Appendix 1 List of occupational titles

ISCO code	Occupational title	Freq.
5212010000000	Street vendor (food products)	76
5221990000000	Shop keeper, all other	65
7115010000000	Carpenter	51
2341010000000	Primary school teacher	47
8322020000000	Taxi driver	47
2330990000000	Secondary education teacher, other subjects	46
6222020000000	Coastal waters fisherman	36
4226010000000	Receptionist	30
5414010000000	Security guard	29
5113010000000	Travel guide	27
3434010000000	Chef cook	26
5131010000000	Waiter or waitress	26
5245010000000	Petrol pump attendant	25
8183010000000	Packing or labelling machine operator	24
8189150000000	Production machine operator, all other	22
2262020000000	Retail pharmacist	20
3322000000000	Sales representative	20
8111050000000	Mining machine operator	20
4120060000000	Secretary	19
8332010000000	Truck driver	19
7531010000000	Tailor	18
9111020000000	Domestic help (private homes)	18
5141020000000	Barber	17
5412010000000	Police officer	16
6111010000000	Field crop or vegetable farmer	16
2221990000000	Nurse, all other	15
2423050000000	Personnel officer	14
7112020000000	Construction block mason	14
7411990000000	Electrician, all other	14
4211010000000	Bank teller (front-office)	13
9112010000000	Cleaner in offices, schools or other establishments	13
9129990000000	Cleaning worker, all other	13
2411010000000	Accountant	12
8322010000000	Car driver	12
9112020000000	Cleaner in hotels	12
5141010000000	Hairdresser	11
2622010000000	Librarian	10
3521030000000	Camera operator	10
2211010000000	General Practitioner	9
5152010000000	Domestic housekeeper	9
6121020000000	Livestock farmer	9
7126010000000	Plumber	9
3421020000000	Professional sporter	8
5132010000000	Bartender	8
6113990000000	Gardener, all other	8
9510010000000	Shoe-polisher	8
4415010000000	Filing clerk	7
5230020000000	Check-out operator	7
5414060000000	Doorkeeper	7
7233060000000	Industrial machinery mechanic	7
7512010000000	Baker	7
7543050000000	Quality inspector food (no meat or fish)	7

Source: WageIndicator face-to-face survey Zanzibar, 2013 (selection: occupations with at least 7 observations)

Appendix 2 Regressions

Dependent variable: log net hourly wages					
	B	Std. Error	Beta	t	Sig.
Constant	6.062	.125		48.412	.000
Female	-.195	.054	-.090	-3.601	.000
Educational level (0=lowest, .., 6=highest)	.205	.021	.303	9.828	.000
Employee permanent contract	.275	.074	.114	3.732	.000
Firm size 1 person	-.116	.098	-.050	-1.185	.236
Firm size 2-10 empl	.054	.102	.027	.531	.596
Firm size 11-50 empl	.177	.119	.084	1.488	.137
Tenure (0-61 yrs)	.015	.003	.124	4.909	.000
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	.010	.002	.152	5.092	.000
N	1324				
R-square	.221				

Dependent variable: Paid up or above the minimum hourly wage rate yes/no						
	B	S.E.	Wald	df	Sig.	Exp(B)
Informality index (1=very informal, .., 5=very formal)	.196	.065	9.054	1	.003	1.217
Firm size 1 person	.119	.292	.166	1	.684	1.126
Firm size 2-10 empl	.808	.393	4.215	1	.040	2.243
Firm size 11-50 empl	.518	.439	1.393	1	.238	1.679
Employee on permanent contract	.507	.282	3.226	1	.072	1.661
Educational level (0=lowest, .., 6=highest)	.400	.076	27.975	1	.000	1.492
Female	-.482	.160	9.105	1	.003	.617
Lives with partner	.631	.239	6.946	1	.008	1.879
Lives with child	.107	.238	.203	1	.652	1.113
Age (13-66 yrs)	.037	.010	12.316	1	.000	1.037
Socio-Econ. Index of occ. status (ISEI 10=lowest, ..,79=highest)	.003	.006	.207	1	.649	1.003
Constant	-2.170	.528	16.897	1	.000	.114
N	1204					
-2 Log Likelihood	1148.20					

Dependent variable: Satisfaction with life as-a-whole (1 – dissatisfied to 10 – satisfied)					
	B	S.E.	Beta	t	Sig.
Constant	5.042	.292		17.275	.000
Employee on permanent contract	-.464	.173	-.082	-2.688	.007
Education level (0=lowest, .., 6=highest)	-.042	.054	-.026	-.778	.437
Female	-.335	.137	-.066	-2.446	.015
Less than 671 TZS	-1.080	.201	-.198	-5.386	.000
671-1250 TZS	-.020	.189	-.004	-.108	.914
1250-2160 TZS	.390	.183	.072	2.135	.033
Living with a partner	.165	.207	.033	.797	.425
Living with a child	.657	.197	.135	3.340	.001
<29 years	.010	.165	.002	.060	.952
30-39 years	-.004	.098	-.002	-.045	.965
40-49 years	.024	.092	.012	.263	.792
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	.012	.005	.077	2.346	.019
N	1292				
R-squared	.093				

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