



2013- Minimum wage Tanzania

Why this form:

Meetings between employers and employees organisations throughout Tanzania have shown that not all workers are paid according the legal Minimum Wages.

By filling this form, it will help us to get more accurate data to help you. The more forms, the more Mywage.org/Tanzania, ATE and TUCTA know and work for redressal of your grievances with your employer. All forms will be registered and checked. The final result will be sent to employers, and TUCTA. We will also take up the matter with the Labour Department and individual Employer for resolution and compliance. To get more information we request you to respond to this questionnaire, remember your participation will enable TUCTA and ATE to take some steps to address the problem (s).

ABOUT YOUR JOB

1 What is your (net) wage?

Wage in TSH

2 Are you paid per hour, per week, per two weeks or per month?

- 1 Per hour
- 2 Per week
- 3 Per two weeks
- 4 Per month
- 5 Other

3 In your job, are you entitled to paid leave, pension, severance pay and social security?

- 1 Yes
- 2 No
- 3 I don't know

4 How many hours do you work per day and per week?

Hours per day

Hours per week

5 How many days per week do you work?

Days per week (1 - 7)

6 Did you receive your last wage on time?

- 1 Yes
- 2 No
- 3 I don't know

7 Did you receive any of the following benefits in kind?

- | | yes | no |
|-----------------------------------|-----------------------|-----------------------|
| a food or food vouchers | <input type="radio"/> | <input type="radio"/> |
| b transport or transport vouchers | <input type="radio"/> | <input type="radio"/> |
| c free housing | <input type="radio"/> | <input type="radio"/> |
| d other | <input type="radio"/> | <input type="radio"/> |

8 How are co-workers in the same job in your workplace with same experience paid compared to you?

- 1 They are paid lower than me
- 2 They are paid equal to me
- 3 They are paid higher than me
- 4 Some are paid higher, others lower than me
- 5 I don't know

9 What is your employment status?

- 1 Employee with a fixed contract
- 2 Employee with a temporary contract
- 3 Apprentice / trainee
- 4 Other
- 5 I don't know

10 What is your occupation?

11 What is your occupation level?

- | | |
|--|---|
| 1 <input type="radio"/> Assistant | 6 <input type="radio"/> Team leader |
| 2 <input type="radio"/> Junior | 7 <input type="radio"/> Supervisor |
| 3 <input type="radio"/> Trainer, training responsibilities | 8 <input type="radio"/> Head |
| 4 <input type="radio"/> Foreman, forewoman | 9 <input type="radio"/> Master |
| 5 <input type="radio"/> Senior | 10 <input type="radio"/> Other supervisory position |

ABOUT YOUR EMPLOYER

12 What is your industry of work?

- 1 Agriculture, forestry, fishing
- 2 Construction, technical consultancy
- 3 Education, research
- 4 Entertainment, culture, sports
- 5 Extraction, mining, quarrying
- 6 Financial services, banking, insurance
- 7 Healthcare, caring services, social work
- 8 Hospitality, catering, tourism
- 9 ICT services
- 10 Legal and market consultancy, business activities
- 11 Manufacturing
- 12 Public administration, police, interest groups
- 13 Publishing, printing, media
- 14 Real estate, renting, call centres
- 15 Retail trade
- 16 Security, cleaning, homework
- 17 Trade, fuelling and repair of motor vehicles
- 18 Transport, logistics, communication
- 19 Waste treatment, sanitation, supply of electricity, gas and water
- 20 Wholesale

13 How many people are employed at your place of work?

- 1 0 - 4
- 2 5 - 9
- 3 10 - 20
- 4 20 - 50
- 5 50 - 100
- 6 100 - 150
- 7 151 - 200
- 8 200 - 500
- 9 500 - 1,000
- 10 1,000 - 2,000
- 11 2,000 - 5,000
- 12 more than 5.000

14 Where is your workplace located?

- 1 Arusha
- 2 Dar es Salaam
- 3 Dodoma
- 4 Iringa
- 5 Kagera
- 6 Kigoma
- 7 Kilimanjaro
- 8 Lindi
- 9 Manyara
- 10 Mara
- 11 Mbeya
- 12 Morogoro
- 13 Mtwara
- 14 Mwanza
- 15 Pemba
- 16 Pwani [Coast]
- 17 Rukwa
- 18 Ruvuma
- 19 Shinyanga
- 20 Singida
- 21 Tabora
- 22 Tanga
- 23 Zanzibar

15 Please give us your employer's information:

Name:

Adress:

City and / or region:

Phone / email:

ABOUT YOURSELF

16 Are you a woman or a man?

- 1 Woman
- 2 Man

17 In which year were you born?

Year: Format: YYYY, for example 1978 or 2002

18 How many people live in your household?

People live in my household

19 How many of the people in your household have an income from work or other sources?

People with an income from work or other sources

20 What is your education level?

- 1 No formal education
- 2 Primary school
- 3 Lower secondary - Certificate of Secondary Education (CSE)
- 4 Upper secondary - A-Level: Advanced Certificate of Secondary Education (ACSE)
- 5 Vocational and Craft training / District and Regional Technical Training Education
- 6 Teacher Training - Grade B Certificate
- 7 Teacher Training - Level A Certificate
- 8 Professional Advanced diploma
- 9 Bachelor
- 10 Masters
- 11 PhD

REPORTING YOUR COMPLAINT

Minimum wage for Tanzania is shown in the appendix at the back of this form. If you want to verify your minimum wage compliance, please look up your industry of work in the tables in the appendix to find out what your minimum wage should be.

21 Please give us your contact information:

Name:

Adress:

City and / or region:

Phone / email:

22 In the box below you can describe further comments or complaints about your employer.

Thank you for completing this form!

Please send it to:

Trade Union Congress of Tanzania (TUCTA)

P.O BOX 15359, Dar es Salaam

Tel: 2127281

APPENDIX MINIMUM WAGE TANZANIA

Minimum Wage in Tanzania From 1st July 2013 GN 196

Sector or Area of Work	Mode of Minimum Wage Payment Rate(in TSH)
Health service	Hourly 677,00 Daily 5.077,30 Weekly 30.463,90 Fortnightly 60.927,76 Monthly 132.000,00
Agriculture services	Hourly 512,85 Daily 3.846,50 Weekly 23.078,70 Fortnightly 46.157,40 Monthly 100.000,00
Trade, Industries and Commercial Services	Mode of Minimum Wage Payment Rate(in TSH)
Trade, Industry and Commerce	Hourly 512,85 Daily 3.846,50 Weekly 23.078,70 Fortnightly 46.157,40 Monthly 100.000,00
Financial Institutions	Hourly 2.051,45 Daily 15.385,80 Weekly 92.314,80 Fortnightly 184.629,60 Monthly 400.000,00
Communication Services	Mode of Minimum Wage Payment Rate(in TSH)
Telecommunication Services	Hourly 2.051,45 Daily 15.385,80 Weekly 92.314,80 Fortnightly 184.629,60 Monthly 400.000,00
Broadcasting and Mass Media, Postal and Courier Services	Hourly 769,30 Daily 5.769,70 Weekly 34.618,05 Fortnightly 69.236,10 Monthly 150.000,00

Mining	Mode of Minimum Wage Payment Rate(in TSH)
Mining, License/ prospecting licenses	Hourly 2.051,45 Daily 15.385,80 Weekly 92.314,80 Fortnightly 184.629,60 Monthly 400.000,00
Primary mining Licenses/Prospecting licenses	Hourly 1.025,80 Daily 7.692,90 Weekly 46.157,40 Fortnightly 92.314,80 Monthly 200.000,00
Dealers licenses/ Lapidary	Hourly 2.367,10 Daily 11.539,35 Weekly 69.236,10 Fortnightly 138.472,20 Monthly 300.000,00
Brokers licenses	Hourly 1.025,80 Daily 7.692,90 Weekly 46.157,40 Fortnightly 92.314,80 Monthly 200.000,00

Education	Mode of Minimum Wage Payment Rate(in TSH)
Private schools services (Nursery, Primary and Secondary schools)	Hourly 718,00 Daily 5.385,02 Weekly 32.310,15 Fortnightly 64.620,35 Monthly 140.000,00

Domestic and Hospital Services	Mode of Minimum Wage Payment Rate(in TSH)
(a) Domestic Workers employed by Diplomats and Potential businessmen	Hourly 769,30 Daily 5.769,70 Weekly 34.618,05 Fortnightly 69.236,10 Monthly 150.000,00
(b) Domestic Workers employed by entitled officers	Hourly 666,70 Daily 5.000,40 Weekly 30.002,30 Fortnightly 60.004,60 Monthly 130.000,00
(c) Domestic Workers other than those employed by diplomats and potential businessmen and entitled officers who are not residing in the household of the employer	Hourly 410,30 Daily 3.077,15 Weekly 18.463,00 Fortnightly 36.925,90 Monthly 80.000,00
(d) Other domestic workers not specified in (a), (b) and c) above	Monthly 40.000,00

Domestic and Hospital Services	Mode of Minimum Wage Payment Rate(in TSH)
(e) Potential and Tourists hotel	Hourly 1.282,15 Daily 9.616,10 Weekly 57.696,75 Fortnightly 115.393,50 Monthly 250.000,00
(f) Medium Hotels	Hourly 769,30 Daily 5.769,65 Weekly 34.618,05 Fortnightly 69.236,10 Monthly 150.000,00
(g) Restaurants, Guest Houses and Bars	Hourly 666,70 Daily 5.000,40 Weekly 30.002,30 Fortnightly 115.393,50 Monthly 130.000,00
Private security Services	Mode of Minimum Wage Payment Rate(in TSH)
International or potential security Companies	Hourly 769,30 Daily 5.769,65 Weekly 34.618,05 Fortnightly 69.236,10 Monthly 150.000,00
Small companies	Hourly 512,85 Daily 3.846,50 Weekly 23.078,70 Fortnightly 46.157,40 Monthly 100.000,00
Energy services	Mode of Minimum Wage Payment Rate(in TSH)
International Companies	Hourly 2.051,45 Daily 15.385,80 Weekly 92.314,80 Fortnightly 184.629,60 Monthly 400.000,00
Small companies	Hourly 769,30 Daily 5.769,65 Weekly 34.618,05 Fortnightly 69.236,10 Monthly 150.000,00

Transport Services	Mode of Minimum Wage Payment Rate(in TSH)
Aviation Services	Hourly 1.795,05 Daily 13.462,55 Weekly 80.775,45 Fortnightly 161.550,90 Monthly 300.000,00
Clearing & Forwarding	Hourly 1.538,70 Daily 11.539,35 Weekly 69.236,10 Fortnightly 138.472,20 Monthly 300.000,00
Inland Transport	Hourly 1.025,80 Daily 7.692,90 Weekly 46.157,40 Fortnightly 92.314,80 Monthly 200.000,00

Construction Services	Mode of Minimum Wage Payment Rate(in TSH)
Contractors Class I	Hourly 1.666,80 Daily 12.500,95 Weekly 75.005,75 Fortnightly 150.011,55 Monthly 325.000,00
Contractors Class II-IV	Hourly 1.436,05 Daily 10.770,05 Weekly 64.620,35 Fortnightly 129.240,70 Monthly 280.000,00
Contractors Class V-VII	Hourly 1.282,15 Daily 9.616,10 Weekly 5.769,75 Fortnightly 115.393,50 Monthly 250.000,00

Fishing and Marine services	Mode of Minimum Wage Payment Rate(in TSH)
Fishing and Marine services	Hourly 1.025,80 Daily 7.692,90 Weekly 46.157,40 Fortnightly 92.314,80 Monthly 200.000,00

Other sectors not mentioned above	Mode of Minimum Wage Payment Rate(in TSH)
	Hourly 512,85 Daily 38.446,45 Weekly 23.078,70 Fortnightly 46.157,40 Monthly 100.000,00