



## Quick overview of the Decent Rural Employment situation in Tanzania Mainland and Zanzibar

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Despite the average GDP growth of between 5 and 7 percent since 2000 (IMF, 2013), **Tanzania still ranks 152 out of 187 countries on the Human Development Index (2013)** with almost 68 percent of the population living below \$1.25 a day (UNDP, 2013). Even though changes in the economic structure during recent decades were driven by the mining, construction, communications and financial sectors, **Tanzania remains primarily a rural country with an agriculture-based economy that employs the majority of the national labour force (FAO, 2013a)**. Tanzania's economy is still highly dependent on predominantly rain-fed agriculture that contributes an estimated 30 percent to the GDP and accounts for 64 percent of all export earnings (MoF, 2012). The main traditional export crops are coffee, cashews, cotton, sugar, tobacco, tea, sisal and spices from Zanzibar whilst maize is the main food crop alongside sorghum, millet, rice, wheat, beans, cassava, bananas and potatoes.

Over the past decade, Tanzania has made notable progress in improving the social and economic context for decent work (ILO, 2010). Agriculture and employment creation have been attributed a key role within Tanzania's National Strategy for Growth and Reduction of Poverty II (MKUKUTA II) and the Zanzibar Strategy for Growth and Reduction of Poverty (ZSGRP). Further, the new National Agriculture Policy (2013) features *employment in agriculture and decent work* as one of the key cross-cutting issues. **However, the decent work deficits in rural areas are still a major concern. In Mainland, the largest part of the employed's rural population (94 %) works in the informal economy and on a part year, part time basis (FAO, 2013a)**. In 2006, 87 percent of the rural working-age population was employed in the agricultural sector with **self-employment in agriculture being the most common type of employment, in particular among rural women (81 %, compared to 74 % of men) (FAO, 2013a)**. **In Zanzibar, the situation is similar:** the rural labour force participation rate is relatively high (89 %) of which the majority (63%) of the population works in agriculture, about a half of them as unpaid, contributing family workers. In Mainland, rural underemployment is at 83 percent<sup>1</sup> whilst in Zanzibar 63 percent of all underemployed reside in rural areas, 50 percent as unpaid family work in agricultural activities and 13 percent working on own farm or shamba (OCGS, 2006).

In both Mainland and Zanzibar, the highest level of participation in agricultural activities is found among poorer households, while wealthier households, and more men than women, show higher levels of participation in non-agricultural activities. Examining the highest income quintile in Mainland, the share of participation of male-headed households in non-agricultural wage labour (24 %) is slightly bigger than their female counterparts (19 %) whereas the participation of male-headed households in non-agricultural self-employment labour is around twice as high as of female-headed households (FAO, 2013a). In general, in spite of many rural women and men holding multiple jobs, earnings are still inadequate for a substantial proportion of the rural population: working poverty remains a significant challenge, with almost one third of workers living in poverty (ILO, 2010) while the highest level of participation in agricultural activities is found among poorer households, wealthier households show higher levels of participation in non-agricultural activities. The situation is not different in rural Zanzibar where the main source of households' income is casual cash earning (25 percent) and where poverty is also more likely to be associated with the population participating in agricultural activities: 52 percent of poor were associated with farming and livestock keeping (OCGS, 2012).

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<sup>1</sup> 84 percent of male and 82 percent of female working population worked less than 40 hours per week and wanted to work more, taking into account the first and second job.

### Key employment indicators for Tanzania Mainland and Zanzibar (in %)

	Tanzania Mainland	Zanzibar
Population living below \$ 1.25 <sup>2</sup>	-	-
Rural population (% of total population)	78	58
Share working poor	-	66.1
Employment share in agriculture	80	44
Female employment share in agriculture	87	27
Youth employment share in agriculture	30	-
Unemployment rate	3.1	17.8
Youth unemployment	5.3	17.6
Child labour in agriculture (aged 5-17 years old) <sup>3</sup>	80	74

Sources: FAO, 2013a; NBS, 2006; NBS, 2012; OCGS, 2006; OCGS, 2012; UNDP, 2013.

Despite the crucial role they play as farmers, **women are disproportionately affected by constraints in agricultural production, especially when it comes to access to productive resources.** In Tanzania Mainland, 47 percent of all land holders are men, whilst only 15 percent are women (FAO, 2013a). In rural Zanzibar, 51 percent of the land for agriculture is owned by men and only 22 percent of by women (OCGS, 2012). Also, **reproductive activities, such as cooking and taking care of the children, add a considerable time burden on rural women, especially those of working age, hampering their chances to access productive work.**<sup>4</sup> In Tanzania Mainland, more than half of women's time is devoted to reproductive activities, compared to only 32 percent of men's time. A similar pattern is observed in Zanzibar. Further, women self-employed in agriculture are more likely than men to hold more than one job, and they are almost twice as likely as men to have an unpaid family worker status in their second job. Around 50 percent of women self-employed in the agricultural sector have second jobs, as opposed to 35 percent of men (FAO, 2013a). Finally, **rural women lag behind their male counterparts in education** despite relative gender parity in access to primary schooling. In the rural areas of both Mainland and Zanzibar, women are twice as likely illiterate compared to men.

Considering that over 60% of the population is below 25 years, both in Tanzania Mainland and Zanzibar, youth are a key demographic group for development policy in Tanzania. Unemployment is becoming a major concern especially for urban and educated youth. Even in the rural areas, employment is limited during the off-farming season because there are not enough off-farm activities to occupy them (AEO, 2012). The major issue for rural youth is however the serious lack of employment quality and decent earnings. **The overwhelming majority of Tanzanian young workers have vulnerable and informal jobs, mainly in farming activities on their families' farms, often as**

<sup>2</sup> There is no available data on population living below \$ 1.25 for Tanzania Mainland and Zanzibar, respectively. However, the UNDP 2013 Report indicates that in the United Republic of Tanzania 67.9 percentage of population lives below \$ 1.25.

<sup>3</sup> The NBS (ILFS 2006) defines child labour as: "a child aged 5-14 years is considered to be engaged in child labour if his/her working hours per week are 14 or above or if s/he worked for less than 14 hours a week but was either employed as a house girl/boy or engaged in hazardous activities; a child aged 15-17 who attends school and who works between 14 and 43 hours per week is considered to be engaged in child labour as this amount of work will interfere with schooling; a child is considered to be involved in child work if his/her working hours per week are less than 14 per week, the work does not appear to interfere with schooling, and s/he is not engaged in hazardous activities."

**non-paid contributing family workers.** Moreover, women have a higher risk of marginalisation in the labour market: they are more likely to be unemployed or to work in the informal economy.

**Another major deficiency of the rural employment situation is the engagement of children in child labour.** In Tanzania Mainland, 25 percent of children aged 5-17 years in rural areas are engaged in child labour (NBS, 2007) , Children mostly work in the agricultural sector, on family farms, and perform domestic chores, working more hours per week than may be considered compatible with their age and demands of their schooling. The situation is similar in Zanzibar where the majority (55.5 %) of the children aged 5-7 years reported to be working work as unpaid family workers in agriculture, followed by those in their own farm or *shamba* (18.8 percent) and only (1.5 percent) of working children are paid employees.

## References and Sources of data

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## Links to the main Tanzanian policies and strategic documents

- [National strategy for growth and reduction of poverty 2011-15 \(NSGRP – MKUKUTA II\)](#)
- [Zanzibar strategy for growth and reduction of poverty \(ZSGRP – MKUZA II\) 2010-2015](#)
- [AGRICULTURAL SECTOR DEVELOPMENT PROGRAMME \(ASDP\)](#)
- [Tanzania Decent Work Country Programme \(2006-2010\)](#)

## Websites

- [FAO-ILO website on the Integrated Country Approach in Malawi and Tanzania](#)
- [FAO website: Tanzania](#)
- [Website of the National Bureau of Statistics \(NBS\) of Tanzania](#)

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