

Insight into the Minimum Wage Regulations No. 45 of 2022

The government of Tanzania has through the Government Notice No. 687 of 25th November 2022 decreed minimum wage for the private sector which is to be enforced with effect from January 1, 2023.

The Regulations applies to all private sector employees and repeals the Minimum Wage Regulations for the private sector of 2013.

The sectors covered by the regulations include:

The sectors of Agriculture, Communication, domestic and hotel work, energy, Health, construction, private schools, personal security services, transportation, mining & business, industrial sectors and fishing and marine services

Changes in the Minimum Wage Regulations:

1. In addition to the paid annual leave every employee is entitled, every employee is entitled to an additional allowance of a leave once after every 2 years of continuous employment with the same employer.
2. The employee is entitles to any other allowances as it may / has been agreed upon by them and the employer.
3. Every lorry driver is entitles to an allowance depending on the distance of transport, duration outside their primary duty station, loading and unloading as agreed between the employers and the drivers.

New Wages under the Regulations

No.	Sector	Duration	Amount (TZS)
1.	Agriculture	Hourly Daily Weekly 2 weekly Monthly	718 5,385 32,310 64,620 140,000s
2.	Health	Hourly Daily Weekly 2 weekly Monthly	1,000 7,501 45,003 90,007 195,000
3.	Communications		
	(a) Communication Services	Hourly Daily Weekly 2 weekly Monthly	2,565 19,232 115,394 230,787 500,000
	Broadcasting and Media, Post and Courier Services	Hourly Daily Weekly 2 weekly Monthly	1,154 8,654 51,927 103,854 225,000
4.	Domestic and hotel work		
	(a) Employed by diplomats and large businesspersons	Hourly Daily Weekly 2 weekly Monthly	1,282 9,616 57,697 115,393 250,000
	(b) employed by eligible officers	Hourly Daily Weekly 2 weekly Monthly	1,026 7,693 46,157 92,315 200,000
	(c) Employed by employees other than diplomats and large businesspersons and eligible officers living with employers	Hourly Daily Weekly 2 weekly Monthly	615 4,616 27,694 55,389 120,000
	(d) Other employees not leaving with employers	Hourly Daily Weekly 2 weekly Monthly	308 2,308 13,847 27,694 60,000
	(e) Large and Tourist Hotels	Hourly Daily Weekly 2 weekly Monthly	1539 11539 69236 138472 300000
	(f) Mid-sized hotels	Hourly Daily Weekly 2 weekly Monthly	923 6924 41542 83083 180000
	(g) Restaurants, Lodges and Bars	Hourly Daily Weekly 2 weekly Monthly	769 5770 34618 69236 150000

No.	Sector	Duration	Amount (TZS)
5.	Private Security		
	(a) International companies	Hourly Daily Weekly 2 weekly Monthly	3036 22771 136626 273252 592000
	(b) Small companies	Hourly Daily Weekly 2 weekly Monthly	1154 8654 51927 103,854 225000
6.	Energy		
	(a) International companies	Hourly Daily Weekly 2 weekly Monthly	3036 22771 136626 273252 592000
	(b) Small companies	Hourly Daily Weekly 2 weekly Monthly	1154 8654 51927 103854 225000
7.	Transportation		
	(a) Air Transport	Hourly Daily Weekly 2 weekly Monthly	2000 15001 90007 180014 390000
	(b) Clearing and forwarding	Hourly Daily Weekly 2 weekly Monthly	1846 13847 83083 166167 360000
	(c) Land Transport	Hourly Daily Weekly 2 weekly Monthly	1539 11539 69236 138472 300000
8.	Construction		
	(a) Engineers Class I	Hourly Daily Weekly 2 weekly Monthly	2154 16155 96931 193861 420000
	(b) Engineers Class II - IV	Hourly Daily Weekly 2 weekly Monthly	1846 13847 83083 166167 360000
	(c) Engineers Class V - VI	Hourly Daily Weekly 2 weekly Monthly	1641 12309 73852 147704 320000
9.	Private Schools (Early, Primary and Secondary)	Hourly Daily Weekly 2 weekly Monthly	1062 7962 47773 95546 207000

No.	Sector	Duration	Amount (TZS)
10.	Business and Industries		
	(a) Business and industries	Hourly Daily Weekly 2 weekly Monthly	769 5770 34618 69236 150000
	(b) Financial Institutions	Hourly Daily Weekly 2 weekly Monthly	3036 22771 136626 273252 592000
	(c) Fishing and Marine services	Hourly Daily Weekly 2 weekly Monthly	1221 9155 54927 109855 238000
11.	Other sectors not listed in the Regulations	Hourly Daily Weekly 2 weekly Monthly	769 5770 34618 69236 150000
12.	Mining Sector		
	(a) With mining and probing license	Hourly Daily Weekly 2 weekly Monthly	2564 19232 115394 230787 500000
	(b) Small miners	Hourly Daily Weekly 2 weekly Monthly	1539 11539 69236 138472 300000
	(c) With mining business license	Hourly Daily Weekly 2 weekly Monthly	2308 17309 103854 207708 450000
	(d) With Brokerage License	Hourly Daily Weekly 2 weekly Monthly	1282 9616 57697 115393 250000

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