

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 <u>sectors</u> 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	718
		Daily	5,385
		Weekly	32,310
		2 weekly	64,620
		Monthly	140,000s
2.	Health	Hourly	1,000
		Daily	7,501
		Weekly	45,003
		2 weekly	90,007
		Monthly	195,000
3.	Communications	rioning	170,000
0.	(a)Communication	Hourly	2,565
	Services	Daily	19,232
	Services	Weekly	115,394
		2 weekly	230,787
		Monthly	500,000
7	Broadcasting and Media,	Hourly	1,154
	Post and Courier Services	Daily	1,154 8,654
	r ost and Courter Services	Weekly	
	0.0		51,927
2	DC X. (2 weekly	103,854
	Domostia and batal	Monthly	225,000
4.	Domestic and hotel work	** 1	4.000
	(a) Employed by	Hourly	1,282
	diplomats and large	Daily	9,616
	businesspersons	Weekly	57,697
		2 weekly	115,393
		Monthly	250,000
	(b) employed by eligible	Hourly	1,026
	officers	Daily	7,693
		Weekly	46,157
		2 weekly	92,315
		Monthly	200,000
	(c) Employed by	Hourly	615
	employees other than	Daily	4,616
	diplomats and large	Weekly	27,694
	businesspersons and	2 weekly	55,389
	eligible officers living wit	Monthly	120,000
	employers		
	(d) Other employees not	Hourly	308
	leaving with employers	Daily	2,308
		Weekly	13,847
		2 weekly	27,694
		Monthly	60,000
	(e) Large and Tourist	Hourly	1539
	Hotels	Daily	11539
		Weekly	69236
		2 weekly	138472
		Monthly	300000
	(f) Mid-sized hotels	Hourly	923
	- 1	Daily	6924
		Weekly	41542
		2 weekly	83083
		Monthly	180000
	(g) Restaurants, Lodges	Hourly	769
	and Bars	Daily	5770
		Weekly	34618
		2 weekly	69236
		Monthly	150000
		11101111111y	120000

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No.	Sector	Duration	Amount
_	Deinata Canada		(TZS)
5.	Private Security (a) International	Hourly	3036
	companies	Daily	22771
	companies	Weekly	136626
		2 weekly	273252
		Monthly	592000
	(b) Small companies	Hourly	1154
	(b) binair companies	Daily	8654
		Weekly	51927
		2 weekly	103,854
		Monthly	225000
6.	Energy		
	(a) International	Hourly	3036
	companies	Daily	22771
	_	Weekly	136626
		2 weekly	273252
		Monthly	592000
	(b) Small companies	Hourly	1154
		Daily	8654
	-	Weekly	51927
		2 weekly	103854
		Monthly	225000
7.	Transportation		450
	(a) Air Transport	Hourly	2000
		Daily	15001
		Weekly	90007
		2 weekly	180014
	(b) Cleaning and	Monthly	390000 1846
	(b) Clearing and forwarding	Hourly Daily	13847
	101 war dilig	Weekly	83083
		2 weekly	166167
		Monthly	360000
	(c) Land Transport	Hourly	1539
		Daily	11539
		Weekly	69236
		2 weekly	138472
		Monthly	300000
8.	Construction		
	(a) Engineers Class I	Hourly	2154
		Daily	16155
		Weekly	96931
		2 weekly	193861
ļ	a) P · · · · · · · · · · · · · · · · · ·	Monthly	420000
	(b)Engineers Class II - IV	Hourly	1846
		Daily	13847
		Weekly 2 weekly	83083 166167
		Z weekly Monthly	360000
-	(c) Engineers Class V - VI	Hourly	1641
	(c) Engineers class v 2 VI	Daily	12309
		Weekly	73852
		2 weekly	147704
		Monthly	320000
9.	Private Schools (Early,	Hourly	1062
	Primary and Secondary)	Daily	7962
		Weekly	47773
		2 weekly	95546
		Monthly	207000

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

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