



**NEW MINIMUM WAGES
FOR PRIVATE SECTOR
2022**

Pursuant to section 39(1) of the Labour Institutions Act CAP 300, the Minister of State, Prime Minister's Office (Labour, Youth, Employment and Persons with Disability) through a Government Gazette no. 687 of 25th day of November, 2022 has published a New Minimum Wage Order, 2022 for Private Sectors which is to take effect from 1st January 2023. The new Minimum Wage revokes and replaces the Minimum Wage Order of 2013.

What is the Minimum Wage for Private Sectors in Tanzania?



Minimum Wage is the lowest amount of salary/wage an employee is legally entitled for his work in the particular private sector. This means no employee is entitled to received less of what is ordered however, can be higher depending on the salary/wage structure of an employer.

Overview

01 Increment

The new Minimum Wages, 2022 generally provides for a monthly increment ranging from 40,000 to 190,000 Tanzanian shillings depending on particular industry in a private sector. The Wage Calculations remains the same.

Additional Leave allowance

This is not a new requirement as it was provided in the Minimum Wage, 2013 under Order 5(2) where an employee was entitled for a leave travel assistance. Under the new Minimum Wage Order 2022, an employee is entitled to leave allowance once in every two years of continuous service with the same employer. Order 5(2) of the Minimum Wage Order, 2022 provides.

03 Heavy Truck and Lorry Drivers Allowances

The Order cements entitlements of Heavy Truck Drives to receive allowance based on Mileage, out stationed allowance and allowance on loading and offloading of cargo as per the agreement between the Truck Drivers and Truck Owners.



ATTENTION

Employees receiving better terms

No any employee who is currently receiving higher wage and enjoy better terms shall be affected by the Minimum Wage Order, 2022. The said employees shall continue receiving higher wages and enjoy favorable terms.

04

SECOND SCHEDULE

(Made under paragraph 4(3))

MINIMUM WAGE

	Sector and Area	Hourly	Daily	Weekly	Fortnightly	Monthly
1	Agricultural Services	718	5,385	32,310	64,620	140,000
2	Health Services	1,000	7,501	45,003	90,007	195,000
3	Communication					
	(a) Telecommunication Services	2,564	19,232	115,394	230,787	500,000
	(b) Broadcasting and Mass Media Postal and Courier Services	1,154	8,654	51,927	103,854	225,000
4	Domestic and Hospitality Services					
	(a) Domestic Workers employed by diplomats and Potential businessmen	1,282	9,616	57,697	115,393	250,000
	(b) Domestic Workers employed by entitled officers	1,026	7,693	46,157	92,315	200,000
	(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	615	4,616	27,694	55,389	120,000
	(d) Other domestic workers not specified in (a)(b) and (c) above	308	2,308	13,847	27,694	60,000
	(e) Potential and Tourists Hotels	1,539	11,539	69,236	138,472	300,000
	(f) Medium Hotels	923	6,924	41,542	83,083	180,000
	(g) Restaurants, Guest Houses and Bars	769	5,770	34,618	69,236	150,000
5	Private Security Services					
	(a) International and Potential Companies	1,139	8,539	51,235	102,469	222,000
	(b) Small companies	759	5,693	34,156	68,313	148,000
6	Energy Services					
	(a) International companies	3,036	22,771	136,626	273,252	592,000
	(b) Small companies	1,154	8,654	51,927	103,854	225,000
7	Transport Services					
	(a) Aviation Services	2,000	15,001	90,007	180,014	390,000
	(b) Clearing & Forwarding	1,846	13,847	83,083	166,167	360,000
	(c) Inland Transport	1,539	11,539	69,236	138,472	300,000
8	Construction Services					
	(a) Contractors Class I	2,154	16,155	96,931	193,861	420,000
	(b) Contractors Class II - IV	1,846	13,847	83,083	166,167	360,000
	(c) Contractors Class V - VII	1,641	12,309	73,852	147,704	320,000
9	Mining					
	(a) Mining and Prospecting Licenses	2,564	19,232	115,394	230,787	500,000
	(b) Primary Mining Licenses	1,539	11,539	69,236	138,472	300,000
	(c) Dealers Licenses	2,308	17,309	103,854	207,708	450,000
	(d) Brokers Licenses	1,282	9,616	57,697	115,393	250,000
10	Private Schools Services (Nursery, Primary and Secondary Schools)	1,062	7,962	47,773	95,546	207,000
11	Trades, Industries and Commercial Services					
	(a) Trade, Industries and Commerce	769	5,770	34,618	69,236	150,000
	(b) Financial Institutions	3,036	22,771	136,626	273,252	592,000
12	Fishing and Marine Services	1,221	9,155	54,927	109,855	238,000
13	Other sectors not mentioned in this Wage Order	769	5,770	34,618	69,236	150,000



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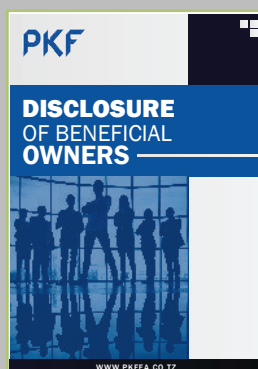
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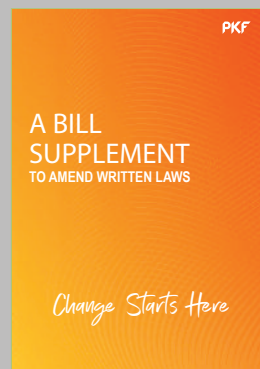
Forex Regulations
2022



Amendment on the
Companies Act, 2022



Disclosure of
Beneficial Owner



Update on the
Companies Act (Jan 2022)



Finance Act Brief
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