

THE UNITED REPUBLIC OF TANZANIA

No. 9

13<sup>th</sup> October, 2025

***SPECIAL SUPPLEMENT***

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LABOUR INSTITUTIONS ACT,  
(CAP. 300)

**ORDER**

*(Made under section 39(1))*

THE LABOUR INSTITUTIONS (MINIMUM WAGE FOR PRIVATE SECTOR) ORDER, 2025

Citation and  
commencement

1. This Order may be cited as the Labour Institutions (Minimum Wage for Private Sector) Order, 2025 and shall come into force on the 1<sup>st</sup> day of January, 2026.

Application

2. This Order shall apply to all employees and employers in the private sector.

Interpretation

3. In this Order, unless the context requires otherwise-  
“domestic work” means work performed in or for a household under employment relationship or employment agreement;  
“agriculture” includes crop production, forestry activities, fishing, animal husbandry, primary processing, storage, operation or transportation in agricultural undertaking, by or on behalf of the operator of that undertaking, including cooperative societies which are related to agricultural production;  
“collective bargaining agreement” means a written agreement concluded by a registered trade union

|                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                      | and an employer or registered employers' association on any labour matter;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Cap. 366             | "employee" has the meaning ascribed to it under the Employment and Labour Relations Act;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                      | "domestic worker" means a person engaged in domestic or household work under an employment relationship or employment agreement;                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Cap. 366             | "employer" has the meaning ascribed to it under the Employment and Labour Relations Act;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                      | "private sector" means any sector other than public sector;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                      | "energy" includes all processes relating to the production or supply of energy from any source;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Cap. 123             | "mining operations" has the meaning ascribed to it under the Mining Act, but shall not include processes related to the production of salt or limestone.                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Sectors and areas    | <p>4.-(1) Subject to the provisions of this Order, minimum wage shall be paid in respect of sectors and areas prescribed in First Schedule.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Cap. 366             | <p>(2) The calculation of comparable salary rates shall be determined as prescribed in the First Schedule to the Employment and Labour Relations Act.</p> <p>(3) The minimum wage rates specified in the Second Schedule shall be regarded as the minimum wage payable to employee in the respective sector or area, and an employer may pay such employee an amount above the minimum wage prescribed in respective sector or area.</p> <p>(4) More favourable terms on the minimum wages rates shall be improved through employment contracts or collective bargaining agreements.</p> |
| Employment standards | <p>5.-(1) Subject to the provisions of this Order, employment standards applicable to all employees in each specified sector or area shall be as specified under Part III of the Employment and Labour Relations Act, or as stipulated in employment contracts or collective bargaining agreements.</p>                                                                                                                                                                                                                                                                                  |
| Cap. 366             | <p>(2) An employee shall in addition to annual paid leave, be entitled to a leave travel allowance once in every two years of continuous service with the same employer.</p>                                                                                                                                                                                                                                                                                                                                                                                                             |

(3) An employee shall be entitled to a subsistence allowance when required by his employer to work outside his work station according to the agreement entered upon between employer and employee.

(4) Without prejudice to the generality of this paragraph, an employee who is a truck driver shall be entitled to an allowance to cover mileage, longer stay outside the work station, loading and unloading of cargo according to negotiations entered between drivers and employers.

Persons  
enjoying better  
terms

6. Where any employee to whom the provisions of this Order applies is, at the commencement of this Order, entitled to receive wages at a higher rate than those prescribed or provided for under this Order, that employee shall for so long as is employed by the same employer, continue to receive such higher wages and favourable terms.

Revocation  
GN. No.  
687 of 2022

7. The Labour Institutions Minimum Wage Order, 2022 is hereby revoked.

FIRST SCHEDULE

*(Made under paragraph 4(1))*

SECTORS AND AREAS TO BENEFIT FROM MINIMUM WAGE

1. Agricultural sector.
2. Health sector.
3. Communications sector.
4. Domestic work or services.
5. Hotel and hospitality services .
6. Private security services.
7. Energy sector.
8. Transport and shipping sector.
9. Construction sector.
10. Mining sector.
11. Private school services.
12. Trade and finance sector.
13. Industrial sector.
14. Sports, arts, entertainment, gaming activities.
15. Waste collection, processing and disposal activities.
16. Other sectors or areas not specified in this Order.

SECOND SCHEDULE

*(Made under paragraph 4(3))*

MINIMUM WAGE RATES

| No. | Sectors and Areas                                                                   | Time                                                | Rate (TZS)                                      |
|-----|-------------------------------------------------------------------------------------|-----------------------------------------------------|-------------------------------------------------|
| 1.  | Agricultural Sector -                                                               |                                                     |                                                 |
|     | (a) Crop or animal production and undertaking or activities related to agriculture; | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 897<br>6,731<br>40,386<br>80,772<br>175,000     |
|     | (b) Forestry and deforestation of trees;                                            | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 949<br>7,115<br>42,692<br>85,385<br>185,000     |
|     | (c) Fishing and fish farming or aquaculture.                                        | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,538<br>11,539<br>69,231<br>138,462<br>300,000 |

*Labour Institutions (Minimum Wage for Private Sector)*

*GN. NO.605A (Contd.)*

|    |                                                                   |                                                     |                                                  |
|----|-------------------------------------------------------------------|-----------------------------------------------------|--------------------------------------------------|
| 2. | Health Sector -                                                   |                                                     |                                                  |
|    | (a) Hospital;                                                     | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,282<br>9,615<br>57,692<br>115,385<br>250,000   |
|    | (b) Health centre;                                                | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,231<br>9,231<br>55,385<br>110,769<br>240,000   |
|    | (c) Polyclinic;                                                   | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,231<br>9,231<br>55,385<br>110,769<br>240,000   |
|    | (d) Dispensary;                                                   | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,179<br>8,846<br>53,077<br>106,154<br>230,000   |
|    | (e) Pharmacy.                                                     | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,231<br>9,231<br>55,385<br>110,769<br>240,000   |
| 3. | Communications Sector-                                            |                                                     |                                                  |
|    | (a) Programme, advertising and media;                             | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,482<br>11,115<br>66,692<br>133,385<br>289,000  |
|    | (b) Telecommunication services;                                   | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 3,303<br>24,769<br>148,615<br>297,231<br>644,000 |
|    | (c) Call Centre.                                                  | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,949<br>14,615<br>87,692<br>175,385<br>380,000  |
| 4. | Domestic Work or Services-                                        |                                                     |                                                  |
|    | (a) Domestic workers employed by diplomats and major businessmen; | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,682<br>12,615<br>75,692<br>151,385<br>328,000  |
|    | (b) Domestic workers employed by entitled officers;               | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,359<br>10,192<br>61,154<br>122,308<br>265,000  |

*Labour Institutions (Minimum Wage for Private Sector)*

*GN. NO.605A (Contd.)*

|    |                                                                                                                                                                              |                                                     |                                                 |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-------------------------------------------------|
|    | (c) Domestic workers who do not reside in the household of the employer, other than those employed by diplomats, major businessmen and entitled officers;                    | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 821<br>6,154<br>36,924<br>73,848<br>160,000     |
|    | (d) Other domestic workers other than those specified in subparagraphs (a), (b) and (c).                                                                                     | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 410<br>3,077<br>18,462<br>36,923<br>80,000      |
| 5. | Hotel and Hospitality Services-                                                                                                                                              |                                                     |                                                 |
|    | (a) Five star and four star hotels;                                                                                                                                          | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,923<br>14,423<br>86,539<br>173,077<br>375,000 |
|    | (b) Three star hotels;                                                                                                                                                       | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,154<br>8,654<br>51,923<br>103,846<br>225,000  |
|    | (c) One star hotels, Two star hotels, Lodgings or guest houses of average standard but without any stars, Lodgings or guest houses of lower standards, bars and restaurants; | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,000<br>7,500<br>45,000<br>90,000<br>195,000   |
|    | (d) Tourist luggage porter;                                                                                                                                                  | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,154<br>8,654<br>51,923<br>103,846<br>225,000  |
|    | (e) Tour guide;                                                                                                                                                              | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,641<br>12,308<br>73,846<br>147,692<br>320,000 |
|    | (f) Hunting and related activities.                                                                                                                                          | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,025<br>7,692<br>46,154<br>92,308<br>200,000   |
| 6. | Private Security Services-                                                                                                                                                   |                                                     |                                                 |
|    | (a) International companies;                                                                                                                                                 | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,497<br>11,231<br>67,385<br>134,769<br>292,000 |
|    | (b) Domestic companies.                                                                                                                                                      | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,010<br>7,577<br>45,462<br>90,923<br>197,000   |
| 7. | Energy sector -                                                                                                                                                              |                                                     |                                                 |

*Labour Institutions (Minimum Wage for Private Sector)*

*GN. NO.605A (Contd.)*

|     |                                           |                                                     |                                                  |
|-----|-------------------------------------------|-----------------------------------------------------|--------------------------------------------------|
|     | (a) International companies;              | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 3928<br>29,458<br>176,746<br>353,492<br>765,900  |
|     | (b) Domestic companies                    | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,523<br>11,423<br>68,539<br>137,077<br>297,000  |
| 8.  | Transport and shipping sector-            |                                                     |                                                  |
|     | (a) Aviation services;                    | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 2,554<br>19,154<br>114,923<br>229,846<br>498,000 |
|     | (b) Freight clearing and forwarding;      | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 2,379<br>17,846<br>107,077<br>214,154<br>464,000 |
|     | (c) Inland transport services;            | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 2,044<br>15,327<br>91,962<br>183,923<br>398,500  |
|     | (d) Postal services and courier services. | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,474<br>11,058<br>66,346<br>132,692<br>287,500  |
| 9.  | Construction Sector-                      |                                                     |                                                  |
|     | (a) Contractors Class I;                  | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 2,641<br>19,808<br>118,846<br>237,692<br>515,000 |
|     | (b) Contractors Class II – IV;            | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 2,382<br>17,865<br>107,192<br>214,385<br>464,500 |
|     | (c) Contractors Class V-VII.              | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 2,044<br>15,327<br>91,962<br>183,924<br>398,500  |
| 10. | Mining Sector-                            |                                                     |                                                  |
|     | (a) Mining and prospecting minerals;      | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 3,564<br>26,731<br>160,385<br>320,769<br>695,000 |

*Labour Institutions (Minimum Wage for Private Sector)*

*GN. NO.605A (Contd.)*

|     |                                                 |                                                     |                                                  |
|-----|-------------------------------------------------|-----------------------------------------------------|--------------------------------------------------|
|     | (b) Primary mining licence;                     | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 2,039<br>15,292<br>91,754<br>183,508<br>397,600  |
|     | (c) Dealer licence;                             | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 3,051<br>22,885<br>137,308<br>274,615<br>595,000 |
|     | (d) Brokers licences.                           | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,710<br>12,827<br>76,962<br>153,924<br>333,500  |
| 11. | Private School Services-                        |                                                     |                                                  |
|     | (a) Pre-primary and primary schools;            | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,418<br>10,635<br>63,810<br>127,620<br>276,500  |
|     | (b) Secondary schools;                          | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,443<br>10,819<br>64,914<br>129,831<br>281,300  |
|     | (c) Colleges or vocational training institutes; | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,444<br>10,827<br>64,962<br>129,924<br>281,500  |
|     | (d) Higher Education Institutions.              | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,542<br>11,565<br>69,390<br>138,780<br>300,700  |
| 12. | Trade and finance sector-                       |                                                     |                                                  |
|     | (a) Business;                                   | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 1,028<br>7,712<br>46,269<br>92,539<br>200,500    |
|     | (b) Financial institutions-                     |                                                     |                                                  |
|     | (i) Commercial banks;                           | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 3,759<br>28,192<br>169,154<br>338,308<br>733,000 |
|     | (ii) Community Services banks;                  | Hourly<br>Daily<br>Weekly<br>Fortnightly<br>Monthly | 3,582<br>26,862<br>161,169<br>322,338<br>698,400 |



*Labour Institutions (Minimum Wage for Private Sector)*

*GN. NO.605A (Contd.)*

|  |                                                                      |             |         |
|--|----------------------------------------------------------------------|-------------|---------|
|  | (iii) Micro credit financial services;                               | Hourly      | 3,585   |
|  |                                                                      | Daily       | 26,885  |
|  |                                                                      | Weekly      | 161,308 |
|  |                                                                      | Fortnightly | 322,615 |
|  |                                                                      | Monthly     | 699,000 |
|  | (iv) Insurance companies;                                            | Hourly      | 3,588   |
|  |                                                                      | Daily       | 26,912  |
|  |                                                                      | Weekly      | 161,472 |
|  |                                                                      | Fortnightly | 322,944 |
|  |                                                                      | Monthly     | 699,700 |
|  | (v) Other financial institutions not specified in this subparagraph. | Hourly      | 3,587   |
|  |                                                                      | Daily       | 26,904  |
|  |                                                                      | Weekly      | 161,423 |
|  |                                                                      | Fortnightly | 322,846 |
|  |                                                                      | Monthly     | 699,500 |
|  | 13. Industrial sector.                                               | Hourly      | 1,025   |
|  |                                                                      | Daily       | 7,692   |
|  |                                                                      | Weekly      | 46,154  |
|  |                                                                      | Fortnightly | 92,308  |
|  |                                                                      | Monthly     | 200,000 |
|  | 14. Sport, arts, entertainment and gaming activities.                | Hourly      | 1,474   |
|  |                                                                      | Daily       | 11,058  |
|  |                                                                      | Weekly      | 66,348  |
|  |                                                                      | Fortnightly | 132,696 |
|  |                                                                      | Monthly     | 287,500 |
|  | 15. Waste collection, processing and disposal activities.            | Hourly      | 967     |
|  |                                                                      | Daily       | 7,250   |
|  |                                                                      | Weekly      | 43,500  |
|  |                                                                      | Fortnightly | 87,000  |
|  |                                                                      | Monthly     | 188,500 |
|  | 16. Any other sector or area not specified in this Order.            | Hourly      | 897     |
|  |                                                                      | Daily       | 6,731   |
|  |                                                                      | Weekly      | 40,384  |
|  |                                                                      | Fortnightly | 80,769  |
|  |                                                                      | Monthly     | 175,000 |

Dodoma,  
23<sup>th</sup> September, 2025

RIDHIWANI J. KIKWETE  
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