

**SUBSIDIARY LEGISLATION**

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**LABOUR INSTITUTIONS ACT,  
(CAP. 300)**

**ORDER**

*(Made under section 39(1))*

**LABOUR INSTITUTIONS WAGE ORDER, 2013**

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|---|---------------------------|
| 1. This Order may be cited as the Labour Institutions Wage Order, 2013 and shall come into operation on the 1 <sup>st</sup> day of July, 2013.  | Citation and Commencement |
| 2. This Order shall apply to all employees and employers in the private sector.   | Application               |
| 3. In this Order, unless the context requires otherwise:<br>“agriculture” shall include crop production, forest activities, animal husbandry and insect raising; the primary processing of agriculture and animal products by or on behalf of the operator of the undertaking as well as use and maintenance of machinery, equipment, appliances, tools and agricultural installations, including any process, storage, operation or transportation in agricultural undertaking including cooperatives which are related to agricultural production;<br>“collective bargaining agreement” means a written agreement concluded by a registered trade union and an employer or registered employers association on any labour matter; | Interpretation            |

- “commercial or industrial enterprises” means the carrying on for gain of any business, trade, profession or other similar activities but shall not include mining and agriculture;
- “contractors” include civil engineering, building, mechanical, electrical and specialized contractors;
- “domestic work” means work performed in or for household;
- “domestic worker” means any person engaged in domestic work within an employment relationship shall not include a person who performs domestic work sporadically on an occupational basis;
- Cap. 366 “employee” has the meaning assigned to it under the Employment and Labour Relations Act;
- Cap. 366 “employer” has the meaning assigned to it under the Employment and Labour Relations Act;
- “energy” includes all processes that relate to the production or supplying of energy from any source;
- “international companies” means multinational corporations or international business companies that engage in business within and among multiple countries;
- Cap. 123 “mining” and “mining operations” shall have the same meaning assigned to it under the Mining Act, and shall not include any processes related to the production of salt or limestone;
- “potential businessman” means any person who engage in the carrying on for gain of any activity of economy to substantial performance, scale and profit margin;
- “private sector” means any sector other than public sector;
- “small companies” means all companies other than international or potential companies; and
- “tourist hotels” means all hotels including camping that provide accommodation and other amenities to tourists.
- Wages boards 4.-(1) Subject to the provisions of this Order, the Wage Boards are hereby established in a manner prescribed in the First Schedule to this Order.
- Cap. 366 (2) Calculation of comparable wage rates on hourly, daily, weekly, fortnightly or monthly basis, shall be determined as prescribed in the First Schedule made under section 26(1) of Employment and Labour Relations Act.

(3) The minimum wage rates specified in the Second Schedule to this Order shall be regarded as minimum amount payable to employee in the respective sector and employer may pay such employee above the minimum but shall not pay the employee below the prescribed amount in respective sector.

(4) More favorable terms on the minimum wage rates shall be improved through collective bargaining agreements or as agreed otherwise.

5.-(1) Subject to the provision of this Order, employment standards applicable to all employees in each specified sector shall be as provided for under Part III of the Employment and Labour Relations Act, or as applying to better terms and conditions of employment stipulated in the Contract of employment or collective bargaining agreement.

Employment standards

Cap. 366

(2) An employee shall in addition to annual paid leave, be entitled to leave travel assistance once in every two years of continuous service with the same employer.

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

Persons enjoying better terms

7. The Labour Institution (Regulations of Wages and Terms of Employment) Order is hereby revoked.

Revocation of GN. 172 of 2010

First Schedule

*(Made under paragraph (4(1))*

ESTABLISHMENT OF WAGE BOARDS

- (a) Labour Institutions (Appointment of members of the Agricultural Services Sector Wage Board);
- (b) Labour Institutions (Appointment of Members of the Health Services Sector Wage Board);
- (c) Labour Institutions (Appointment of Members of the Communication Services Sector Wage Board);
- (d) Labour Institutions (Appointment of Members of the Domestic and Hospitality Services Sector Wage Board);
- (e) Labour Institutions (Appointment of Members of the Private Security Services Sector Wage Board);
- (f) Labour Institutions (Appointment of Members of the Energy Services Sector Wage Board);
- (g) Labour Institutions (Appointment of Members of the Transport Services Sector Wage Board);
- (h) Labour Institutions (Appointment of Members of the construction Services Sector Wage Board);
- (i) Labour Institutions (Appointment of Members of the Mining Services Sector Wage Board);
- (j) Labour Institutions (Appointment of Members of the Private School Services Sector Wage Board);
- (k) Labour Institutions (Appointment of Members of the Trade, Industries and Commercial Services Sector Wage Board);
- (l) Labour Institutions (Appointment of Members of the Fishing and Marine Services Sector Wage Board).

SECOND SCHEDULE

(Made under paragraph 4(3))

MINIMUM WAGE

G.N. No. 183/2011	Sector and Area	Rate	TShs.
(a)	Agricultural Services	Hourly	512.85
		Daily	3,846.50
		Weekly	23,078.70
		Fortnightly	46,157.40
		Monthly	100,000.00
(b)	Health Services	Hourly	677.00
		Daily	5,077.30
		Weekly	30,463.90
		Fortnightly	60,927.76
		Monthly	132,000.00
(c)	<b>Communication Services</b>		
	(a) Telecommunication Services	Hourly	2,051.45
		Daily	15,385.80
		Weekly	92,314.80
		Fortnightly	184,629.60
		Monthly	400,000.00
	(b) Broadcasting and Mass Media, Postal and Courier Services	Hourly	769.30
		Daily	5,769.70
		Weekly	34,618.05
		Fortnightly	69,236.10
Monthly		150,000.00	
(d)	<b>Domestic and Hospitality Services</b>		
	(a) Domestic Workers employed by diplomats and Potential businessmen	Hourly	769.30
		Daily	5,769.70
		Weekly	34,618.05
		Fortnightly	69,236.10
		Monthly	150,000.00
	(b) Domestic Workers employed by entitled officers.	Hourly	666.70
		Daily	5,000.40
		Weekly	30,002.30
		Fortnightly	60,004.60
		Monthly	130,000.00
	(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	Hourly	410.00
		Daily	3,077.15
		Weekly	18,463.00
		Fortnightly	36,925.90
Monthly		80,000.00	
(d) Other domestic workers not specified in (a) (b) and (c) above	Monthly	40,000.00	
(e) Potential and Tourists Hotels	Hourly	1,282.15	
	Daily	9,616.10	
	Weekly	57,696.75	
	Fortnightly	115,393.50	
	Monthly	250,000.00	

*Labour Institutions Wage*

G.N. No. 196 (contd.)

G.N. No. 183/2011	<i>Sector and Area</i>	<i>Rate</i>	<i>TShs.</i>
	(f) Medium Hotels	Hourly	769.30
		Daily	5,769.70
		Weekly	34,618.05
		Fortnightly	69,236.10
		Monthly	150,000.00
	(g) Restaurants, Guest Houses and Bars	Hourly	666.70
		Daily	5,000.40
		Weekly	30,002.30
		Fortnightly	115,393.50
		Monthly	130,000.00
(e)	<b>Private Security Services</b>		
	(a) International and Potential Companies	Hourly	769.30
		Daily	5,769.70
		Weekly	34,618.05
		Fortnightly	69,236.10
		Monthly	150,000.00
	(b) Small companies	Hourly	512.85
		Daily	3,846.50
		Weekly	23,078.70
		Fortnightly	46,157.40
		Monthly	100,000.00
(f)	<b>Energy Services</b>		
	(a) International Companies	Hourly	72,051.45
		Daily	15,385.80
		Weekly	92,314.80
		Fortnightly	184,629.60
		Monthly	400,000.00
	(b) Small companies	Hourly	769.30
		Daily	5,769.70
		Weekly	34,618.05
		Fortnightly	69,236.10
		Monthly	150,000.00
(g)	<b>Transport Services</b>		
	(a) Aviation Services	Hourly	1,795.05
		Daily	13,462.55
		Weekly	80,775.45
		Fortnightly	161,550.90
		Monthly	300,000.00
	(b) Clearing & Forwarding	Hourly	2,367.10
		Daily	11,539.35
		Weekly	69,236.10
		Fortnightly	138,472.20
		Monthly	300,000.00
	(c) Inland Transport	Hourly	1,025.80
		Daily	7,692.90
		Weekly	46,157.40
		Fortnightly	92,314.80
		Monthly	200,000.00
(h)	<b>Construction Services</b>		
	(a) Contractors Class I	Hourly	1,666.80
		Daily	12,500.95
		Weekly	75,005.75
		Fortnightly	150,011.55
		Monthly	325,000.00

	(b) Contractors Class II - IV	Hourly	1,436.05
		Daily	10,770.05
		Weekly	64,620.35
		Fortnightly	129,240.70
		Monthly	280,000.00
	(b) Contractors Class V - VII	Hourly	1,282.15
		Daily	9,616.10
		Weekly	5,769.75
		Fortnightly	115,393.50
		Monthly	250,000.00
(i)	Mining		
	(a) Mining and Prospecting Licenses	Hourly	2,051.45
		Daily	15,385.80
		Weekly	92,314.80
		Fortnightly	184,629.60
		Monthly	400,000.00
	(b) Primary Mining Licenses	Hourly	1,025.80
		Daily	7,692.90
		Weekly	46,157.40
		Fortnightly	92,314.80
		Monthly	200,000.00
	(c) Dealers Licenses	Hourly	1,538.55
		Daily	11,539.35
		Weekly	69,236.10
		Fortnightly	138,472.40
		Monthly	300,000.00
	(d) Brokers Licenses	Hourly	1,025.80
		Daily	7,692.90
		Weekly	46,157.40
		Fortnightly	92,314.80
		Monthly	200,000.00
(j)	Private Schools Services (Nursery, Primary and Secondary Schools)	Hourly	718.00
		Daily	5,385.02
		Weekly	32,310.15
		Fortnightly	64,620.35
		Monthly	140,000.00
(k)	Trades, Industries and Commercial Services		
	(a) Trade, Industries and Commerce	Hourly	512.85
		Daily	3,846.50
		Weekly	23,078.70
		Fortnightly	46,157.40
		Monthly	100,000.00
	(b) Financial Instructions	Hourly	2,051.45
		Daily	15,385.80
		Weekly	92,314.80
		Fortnightly	184,629.60
		Monthly	400,000.00

(i)	Fishing and Marine Services	Hourly	1,025.80
		Daily	7,692.90
		Weekly	46,157.40
		Fortnightly	92,314.80
		Monthly	200,000.00
	Other sectors not mentioned in this Wage Order	Hourly	512.85
		Daily	3,846.45
		Weekly	23,078.70
		Fortnightly	46,157.40
		Monthly	100,000.00

Dar es Salaam,  
25<sup>th</sup> June, 2013.

GAUDENTIA M. KABAKA (MP.),  
*Minister for Labour and Employment*