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▶ REPORT ON THE ASSESSMENT OF SOURCES OF DATA ON INTERNATIONAL LABOUR MIGRATION IN TANZANIA





► **REPORT ON THE ASSESSMENT OF SOURCES OF DATA ON INTERNATIONAL LABOUR MIGRATION IN TANZANIA**

**Compiled by
BRMM Programme
ILO-CO Addis Ababa
Addis Ababa
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Designed in Ethiopia

► Foreword

The United Republic of Tanzania is both a source as well as a destination country for international migrants. The population censuses of Tanzania show that although the number of foreign nationals living in Tanzania has increased over time, they constitute a small proportion of the total population. International migrants working in United Republic of Tanzania come both from neighbouring countries and other regions of the world (Asia, Europe, North America). Migrants from neighbouring countries tend to work mostly in agriculture and service sector, while workers from outside the sub-region are concentrated in sectors such as mining, manufacturing and construction. Comprehensive information on the volume and direction of international labour migration flows, as well as the characteristics of the international migrant workers are required to inform the development of evidence-based labour migration policy, which contributes to improving labour migration governance. Currently, many countries in the Continent do not have appropriate systems for the collection, compilation and sharing of data and information on international labour migration.

The ILO is currently implementing a UK FCDO funded project titled “Better Regional Migration Management”, which aims at strengthening the capacities of countries in East and Horn of Africa to govern labour migration by using evidence-based policies, enhancing migrant workers’ qualifications and skills, and actively engaging the social partners. One of the interventions of the projects aims at building the capacity of the National Statistical Offices and relevant line ministries in the production of statistics on international labour migration, and to strengthen and/or expand national programmes on labour migration statistics derived from various sources. Accordingly, the ILO produced this Report on the Assessment of sources of data on International Labour Migration in Tanzania. This national study map existing data sources on labour migration and assess its quality and completeness as well as its alignment with relevant international standards. This study further identified the national data needs and priorities and collected data from several institutions including Government departments, private sector as well as international organisations.

The assessment provided information on the national data needs, the type of data currently collected by the different institutions, their data collection, management, and dissemination practices, as well as the prospects for improving data sharing in future. The study further identified challenges in the production of statistics on international labour migration and proposes remedies to the identified challenges. The study also revealed that the Tanzania National Bureau of Statistics and other several national institutions collect migration-related information through censuses/surveys and administrative records. However, much of the information collected from administrative records is not widely shared with other users. In many cases, the institutions lack the necessary financial resources, physical infrastructure, or statistical skills to adequately analyse the data in sufficient detail to inform national policy development or planning regarding international labour migration.

These findings provide a vital foundation for strengthening of the Labour Market and Migration Information System (LMMIS) in Tanzania. This will contribute to the generation of better statistics to ensure that Labour migration policies and programmes that support productive migration in East Africa are evidence based and gender sensitive, and subsequently improve the management of international labour migration to and from Tanzania.

We would like to take this opportunity to extend our gratitude and appreciation to the institutions that provided the valuable information used for this report. We would also like to thank Mr. Enock Kibendela the consultant that have worked on this report. Our appreciation also goes to the Foreign, Commonwealth and Development Office (FCDO) of the United Kingdom for funding the Better Regional Migration Management, through which this data sources assessment study was conducted.

**Caroline Khamati Mugalla,
Director,**

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Burundi, Kenya, Rwanda, and Uganda

► Executive summary

Background

International labour migration has increased greatly in the past few decades, becoming an important development issue with the potential to promote positive economic and social change in both origin and destination countries. In 2019 the UNDESA estimated the global stock of international migrants worldwide at 272 million, out of which 245 million were within the working age bracket of 15 years and older. These international migrants constituted approximately 4.3 per cent of the working age population (aged 15 and over).

In 2021, the International Labour Organisation (ILO) launched a Project titled “Better Regional Migration Management” in the East and Horn of Africa funded by the UK Foreign, Commonwealth & Development Office (FCDO). The focus of the project is strengthening the capacities of countries in East and Horn of Africa to govern international labour migration by using evidence-based policies, enhancing migrant workers’ qualifications and skills, and actively engaging social partners. The project undertook a mapping of existing national sources of data on international labour migration. The assessment revealed that the United Republic of Tanzania has several sources of Labour Migration information including the population census, the integrated labour force survey and administrative records relating to work permits issued as well as information from declarations by travellers at international entry/exit points. The project further undertook an assessment of the capacity of the institutions responsible for these main sources of international labour migration statistics, to identify existing strengths, limitations, and gaps.

Assessment of sources of labour migration statistics

The United Republic of Tanzania carried out its sixth population census in August 2022. The 2022 population census of Tanzania collected information on migration characteristics (place of birth and citizenship), work characteristics (Employment status, Occupation, and Industry) as well as the demographic characteristics of the population. Reports giving the size, sex composition as well as spatial distribution of the population in 2022 have been published.

Prior to the 2022 census, the United Republic of Tanzania conducted a population census in 2012 which also collected information on economic activities and migration characteristics among others. The analytical findings from the population census of 2012 were disseminated through several publications, including monographs on Migration and Urbanization as well as Economic activities among others. However, the information on international labour migration is not included in the published reports.

The Integrated Labour Force Survey (ILFS) of Tanzania is a household-based sample survey conducted every five years by the National Bureau of Statistics (NBS). The objective of the Integrated Labour Force surveys is to collect labour market information and other socio-economic data required for policy formulation to promote employment and for monitoring progress of labour market characteristics as aspired in various national, regional and international development frameworks.

The 2020/21 ILFS was the sixth of such survey conducted by the Government of Tanzania. An Analytical Report of the Key Labour market Indicators was published in 2022, it presents indicators on the existing labour market situation in the country. Although the survey collected information about the migration and economic characteristics of the population, the published reports lack information on international labour migration. Some extra analysis work needs to be done to assess whether the survey data can generate reliable information on international Labour migration. Prior to the ILFS 2020/21, Tanzania undertook the ILFS 2014. The results from both surveys were disseminated through the respective ‘Analytical Report’. The information from both the ILFS 2020/21 and ILFS 2014 is available to users in hard copies as well as in electronic form and posted for public use on the NBS website (www.nbs.go.tz).

There are several institutions in Tanzania that regularly collect migration-related data from administrative records. Most of the institutions do produce internal administrative reports but rarely share this information with other agencies and the wider public. For some institutions, written permission is required to access migration-related data or information.

Recommendations

Data Collection

1. In light of the limited information about Tanzanians in the diaspora, future censuses and surveys should make efforts to collect more information about emigrants, their personal characteristics at the time of departure and those relating to their mobility.
2. Considering the small proportion of migrant population compared to the total population, the design for sample household surveys should be able to capture international labour migrants and their characteristics with acceptable levels of accuracy, but without losing the original focus of the survey.
3. Given the recent technological advancements with most population censuses using Computer Assisted enumeration methodologies, censuses should collect detailed information relating to international migration and economic activities of all individuals including those living in private households as well as in group quarters.
4. Mindful that mobility and migration is a continuous process, the National Bureau of Statistics should put in place measures to increase the frequency of collection of reliable information about labour mobility/migration through sample household surveys. The National Bureau of Statistics should also explore the possibility of obtaining information on international labour migration from other surveys without compromising the original objectives of the surveys.
5. Given the growing need to conduct stand-alone migration surveys, the National Bureau of Statistics should create a sampling frame with sufficient information to support the development of survey samples that adequately capture migrants in the sending/ receiving areas.

Data Analysis, Sharing and Dissemination

6. In order to make full use of migration information from the administrative records, the United Republic of Tanzania should enhance the technical capability of the institutions to generate labour migration data/statistics from administrative records. Specifically, to:
 - Develop an information management system that allows electronic data sharing among institutions involved in the compilation of information on labour migration data.
 - Provide support to enhance the digital capability among producers of data/information on international labour migration.
 - Establish data management systems that are inter-operable between systems/institutions to ease sharing of information between the different systems of the administrative sources.
 - Digitization of Labour migration data collection services and processes for efficiency and effectiveness under one entity
 - Expedite finalisation of the National Labour Market Information System (NLMIS) and integration of labour migration data from different sources.

Data Analysis, Sharing and Dissemination

7. To foster international comparability of information from Tanzania, the Tanzania National Bureau of Statistics should ensure that the coding and analysis of information relating to the labour force characteristics is aligned to the international classifications (ISCED and ISCO), but at the same time maintaining the country's interests and uniqueness.
8. The National Bureau of Statistics should prioritize the tabulation, analysis and dissemination of data relating to international labour migration from population censuses and sample household surveys to generate information.
9. To protect confidentiality of information collected through administrative records, the Tanzania National Statistical System should develop clear guidelines and procedures that allow institutions to differentiate confidential information from data that can be made available publicly, and the latter should be disseminated to the general users.
10. In order to use of information, the data producing institutions should adopt a multi-media dissemination approach to ensure that the users have access to their products.

Institutional capacity building

Given the limited capacity of the data producing institutions, the Infrastructure and Institutional Development component of the Tanzania Statistical Master Plan (TSMP) II should be expanded to strengthen the human resource capacity (with respect to numbers and skills) in the production, management, analysis, and dissemination of labour migration data/ statistics from administrative sources. This could be achieved through a collaborative effort between the affected institutions and the National Bureau of Statistics. The National Bureau of Statistics should develop training materials to support on-job short term training of staff in various aspects of labour migration data production and management.

Coordination and Sustainability

11. There is a need to establish a 'National Coordination Mechanism' for labour Migration data management to enhance coordination in the compilation, production and use of data on international labour migration.
12. To overcome the challenge of inadequate funding for data production, the Government budgeting process should set aside an adequate budgetary provision to sustainably support the generation of labour migration data.

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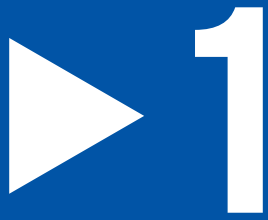
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► Acronyms and abbreviations

ATE	Association of Tanzania Employers
BRMM	Better Regional Migration Management
CTI	Confederation of Tanzania Industries
EAC	East Africa Community
EPZA	Export Processing Zones Authority
ESU	Employment Service Unit
FCDO	UK Foreign, Commonwealth and Development Office
GCM	Global Compact for Safe, Orderly and Regular Migration
HBS	Household Budget Survey
ICLS	International Conference of Labour Statisticians
ICSE	International Classification of Status in Employment
ILFS	Integrated Labour Force Survey
ILO	International Labour Organisation
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification
LMIS	Labour Market Information Systems
LMMIS	Labour Market and Migration Information Systems
LYEPD	Labour, Youth, Employment and Persons with Disability
MoFAEAC	Ministry of Foreign Affairs and East Africa Cooperation
MOHA	Ministry of Home affairs

NBS	National Bureau of Statistics
NIDA	National Identification Authority
NLMIS	National Labour Market Information System
NSSF	National Social Security Fund
PHC	Population and Housing Census
PMO	Prime Minister's Office
PMO- LYEPD	PMO - Labour, Youth, Employment and Persons with Disability Department
PO-PSM	President's Office – Public Sector Management
REDESO	Relief to Development Society
TaESA	Tanzania Employment Service Agency
TIC	Tanzania Investment Centre





Introduction

► Introduction

1.1. Significance of International Labour migration

The term International Labour Migration is used as a generic term to refer, in general, to concepts related to the process and outcome of international labour migration. In particular, it covers the following three main components: International migrant workers, For-work international migrants, and Return international migrant workers, for which internationally agreed definitions to generate statistics are provided by the 20th ICLS Guidelines².

Box 1.1: Main components of international labour migration

International migrant workers - all persons of working age present in the country of measurement who are in one of the following categories:

- Usual residents: international migrants who, during a specified reference period, were in the labour force of the country of their usual residence, either in employment or in unemployment.
- Not usual residents or non-resident foreign workers: persons who, during a specified reference period, were not usual residents of the country but were present in the country and had labour attachment to the country, i.e., were either in employment supplying labour to resident producer units of that country or were seeking employment in that country.

For-work international migrants - all international migrants, usual residents as well as not usual residents, who entered the country of measurement during a specific reference period for the purpose of undertaking or seeking employment and whose intention was documented or declared at the time of entry to the country.

Return international migrant workers - all current residents of the country who were previously international migrant workers in another country or countries.

Labour migration is a source of employment and livelihood for millions of international migrant workers worldwide. International migration in the East and Horn of Africa is a complex and multi-faceted phenomenon. The flows of people in, between and from countries in the region are best characterized as mixed migration flows that encompass refugees, asylum-seekers, and migrant workers.

International labour migration can be a vehicle for responding timely and effectively to labour supply and demand needs, stimulating innovation and development, as well as for transferring and updating skills. Therefore, there is a need to respond equitably to the interests of countries of origin and countries of destination, as well as to the interests of migrant workers. Recognizing this need, in 2018, the United Nations member states came together and adopted The Global Compact for Safe, Orderly, and Regular Migration (GCM).

This Global Compact expresses a collective commitment to improving cooperation on international migration. The GCM presents a significant opportunity to improve the governance of migration, to address the challenges associated with migration, and to strengthen the contribution of migrants and migration to sustainable development. Specifically, the GCM is designed to:

2. Another important component of international labour migration is emigrant workers (citizens working abroad).

- Support international cooperation on the governance of international migration;
- Provide a comprehensive menu of options for states from which they can select policy options to address some of the most pressing issues around international migration; and
- Give states the space and flexibility to pursue implementation based on their own migration realities and capacities.

Objective 1 of the GCM urges member states to ‘Collect and utilize accurate and disaggregated data as a basis for evidence-based policies, while Objective 6 aims to ‘Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work’.

The migrant population constitute a very small proportion of the world’s population, meaning that the majority of people do not migrate across international borders. People migrate internationally for reasons related to education, work, and family reasons. Other people leave their homes and countries for a range of compelling and sometimes tragic reasons, such as conflict, persecution, and disaster. Migrants who have been forcefully displaced, such as refugees and internally displaced persons (IDPs), comprise a relatively small percentage of all migrants, but they are often the most in need of assistance and support, including integration in the labour markets in destination countries.

The East and Horn of Africa sub-region hosted the largest share of the total migrant population in Africa. While a significant amount of research primarily concentrates on migration from Africa to other regions, particularly Europe and North America, it is essential to acknowledge that substantial migration also occurs within the region itself. In 2020, 68 per cent of the 13 million emigrants from the region moved to another country in Africa. Of these, 57 per cent (7.5 million) lived in the EHoA region. This indicates that the largest movement of people takes place within the region and the continent. Most of these migrants (72 per cent) were of working age (aged 15 years and older), and men account for 53 per cent. This flow has put a strain on governments in the region as they struggle to cope with the large number of migrants crossing their borders and moving through their countries. The men, women and children making up these migrant flows frequently resort to unsafe modes of transportation and smuggling networks during their journey, exposing themselves to injury, violence, detention, exploitation, and abuse.

1.2. Data needs and priorities for international labour migration statistics

To develop effective policies, it is important to rely on accurate data and conduct well rounded research. However, the international community has been concerned for some time about the gaps in data on international labour migration for evidenced-based decision making. The governments have been urged to regularly collect, compile, and disseminate information on cross border movements of people and their situation in the host countries, including their labour market integration, in an internationally comparable manner.

The Global Compact for Safe, Orderly and Regular Migration (GCM) emphasises the need to strengthen the global evidence base on international migration by improving and investing in the collection, analysis, and dissemination of accurate, reliable, and comparable data. The GCM further commits on behalf of the member states to review existing recruitment mechanisms to guarantee that they are fair and ethical, and to protect all migrant workers against all forms of exploitation and abuse in order to guarantee decent work and maximize the socioeconomic contributions of migrants in both their countries of origin and destination.

The 20th International Conference of Labour Statisticians (ICLS – 20) recommended that the items of data collection with respect to international labour Migration should provide comprehensive information to the various users of the statistics of international labour migration, taking into account specific national needs and circumstances. The information should cover data on the numbers of international migrant workers involved (international migrant workers, for-work international

migrants and return international migrant workers), their socio-demographic characteristics and their employment patterns. Below is the comprehensive list of the types of information recommended to be collected.

(a) Main socio-demographic characteristics:

- Sex
- Age or date of birth
- Marital status
- Level of education attained
- Type of living quarters (private household, collective or institutional household, other type of living quarters, non-residential accommodation)
- Country of birth and country of birth of parent(s)
- Country of citizenship
- Country of usual residence
- Country of last usual residence (or country of previous labour attachment for return international migrant workers)
- Proficiency (speaking, reading, writing) in a language of the country of labour attachment

(b) Main migration characteristics:

- Purpose of migration (declared or documented reason for first entry into the country, specifically the country of actual or intended labour attachment); and, for return international migrant workers, the main reason for last departure from the country of previous labour attachment
- Type of visa, residence permit, work permit
- Permanent, temporary, or circular nature of migration
- Duration of stay: date of first entry into the country of labour attachment; and, for return international migrant workers, date of last departure from the country
- Any restrictions in the rights to residence in the country of actual or intended labour attachment (such as concerning place of residence, duration of stay, mobility)

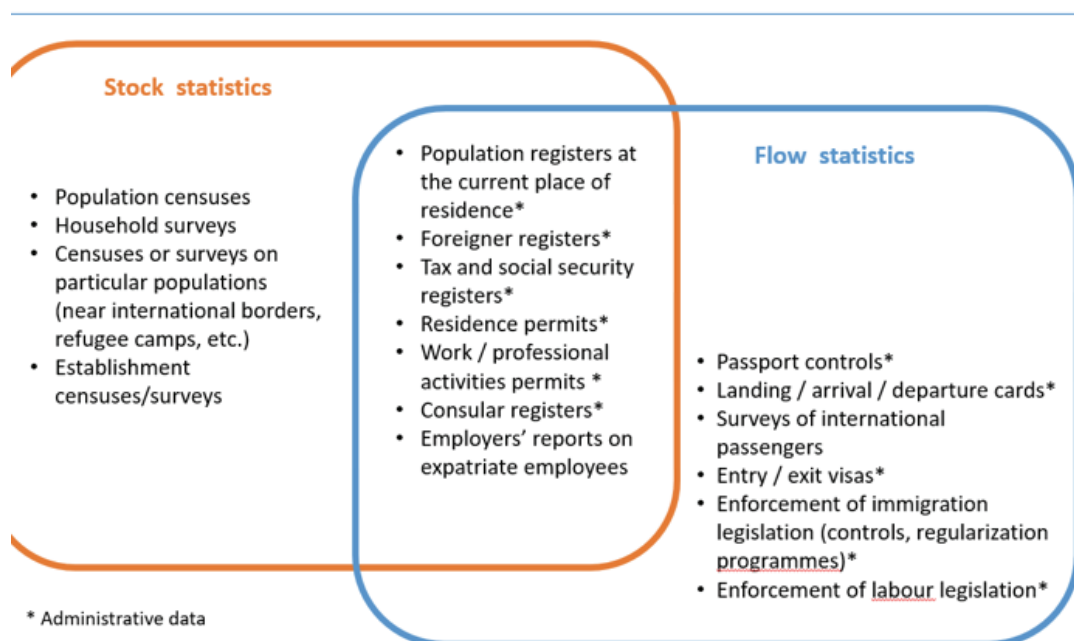
(c) Main work characteristics:

- Labour force status (employed, unemployed, outside the labour force)
 - Share of labour migrants in the total work force
 - Branch of economic activity
 - Occupations and skills
 - Status in employment
- Working conditions (working hours, wages, resting period, and other contractual conditions, working time, including hours usually worked, contractual hours of work, etc)
- Duration of employment in months or years
- Employment-related income
- Remittances sent outside the country of labour attachment
- Social security entitlements in the country of labour attachment
- Any restrictions on the right to employment (e.g. Concerning undertaking or seeking work, changing employer or work performed)
- Contribution to/impact of labour migration on sending and receiving countries (labour markets, remittances, share of GDP, job creation, poverty reduction, human development etc.)
- Recruitment cost borne by employee as a proportion of yearly income earned in the country of destination (SDG Indicator 10.7.1).

The major sources of Labour migration statistics are population censuses, labour force surveys, other sample household surveys, establishment censuses/surveys and administrative records. Figure 1.1 provides a listing of the sources of stock and flow statistics on international labour migration. Administrative sources (such as the register of foreigners, visas issued and work permits issued) record international movements of persons as and when they take place. Therefore, administrative records are best suited to provide information on the flows of migrants over a period of time.

On the other hand, Population censuses enumerate the entire population of the country. Therefore, they are most suited to produce stocks of migrants at a particular moment in time and their characteristics at the time of enumeration. Sample household surveys collect information from a representative section of the population and their characteristics. Like population censuses, sample household surveys are most suited to produce data on the stocks of migrants at a particular moment in time and their characteristics at the time of enumeration. However, because they collect information from only a sample of the population, the sample design of the survey needs to be designed in a way that it can generate reliable estimates of the stock of the migrant population.

Figure 1.1 provides a listing of the sources of stock and flow statistics.



NB: Administrative records (such as the register of foreigners, of visas issued, work permits issued) can provide information on migrant stocks, but for purposes of labour migration, they have to be combined with other sources (such as border records).

1.3. Mapping and assessment of sources of data on international labour migration

In 2021, the International Labour Organisation (ILO) launched the 'Better Regional Migration Management (BRMM)' programme funded by the UK Foreign, Commonwealth & Development Office (FCDO). The aim of the programme is to improve the governance of labour migration in the East and Horn of Africa through a comprehensive programme of work that includes, among others, activities to strengthen the availability and quality of labour migration statistics in partner countries, National Statistical Offices (NSOs) and the relevant line ministries.

The BRMM project commissioned a national scoping study to map existing sources of data on labour migration in Tanzania and assess its quality and completeness vis-à-vis relevant international standards and identified data needs and priorities. The study includes two inter-related components:

1. Mapping of sources labour migration statistics from administrative records.
2. Assessing of the data production processes, data quality and capacities of the institutions.

The institutions that were identified that collectors and compilers of migration-related data from censuses/ surveys and administrative records are;

1. Tanzania National Bureau of Statistics
2. Prime Minister's Office
 - a) Labour, Youth, Employment and Persons with Disability Department
 - b) Prime Minister's Office - Employment Service Unit
 - c) Prime Minister's Office - Labour Market Information Section
3. President's Office - Public Service Management
4. Ministry of Foreign Affairs and East African Cooperation
5. Ministry of Home Affairs - Tanzania Immigration Department
6. Tanzania Investment Centre
7. Export Processing Zone Authority
8. Bank of Tanzania
9. National Social Security Fund
10. Tanzania Police Force
11. Association of Tanzania Employers
12. Relief to Development Society (UNHCR agent for refugees)
13. BRAVO Job Centre Agency Ltd

The process was initiated with an invitation sent to the Tanzania National Bureau of Statistics (NBS), to establish their interest and collaboration on the labour migration project. The collaboration meant that an assessment of censuses and surveys data sources from the Tanzania National Bureau of Statistics would be undertaken. The request was accepted, and a Focal Person from the NBS was nominated.

The ILO developed standard self-administered templates which were used to map the existing institutions, data sources and identify data gaps/needs with respect to international labour migration.

1. A questionnaire template for assessing population censuses (Appendix 4.1).
2. A questionnaire template for assessing sample household surveys (Appendix 4.2).
3. A questionnaire template for assessment of administrative sources (Appendix 4.3).

The NBS Focal person was provided with a short training on labour migration concepts and definitions, labour migration standards and how to complete the questionnaires. The information used for this assessment was gathered through self-administered questionnaires that were electronically sent to the NBS in November 2021. The questionnaires were used to solicit information about the statistics on labour migration that may be obtained from any of the known sources including Population censuses, Labour force surveys, other sample household surveys, Establishment census/surveys as well as administrative records.

The NBS Focal person used the questionnaires in identifying the possible sources of data on labour migration (migrant workers, including immigrants, emigrants, return migrants, refugees, etc) within NBS. The NBS was requested to complete a separate questionnaire for each data source identified i.e. a separate questionnaire was filled for the Population and Housing Censuses and a different questionnaire was filled for the Integrated labour force surveys.

With respect to the administrative sources, a national consultant was hired to map the existing administrative data sources, responsible institutions and relevant stakeholders and indicators on Labour Migration Statistics in Tanzania. The consultant used a questionnaire template developed by the BRMM project (Appendix 4.3). In addition, the Consultant developed another tool for soliciting the opinions of Senior managers in institutions producing labour migration statistics on how to improve labour migration data management (Appendix 4.4). Because of the limited project time, the assessment of the data sources was undertaken immediately following the mapping exercise of the sources. The assessment of the data sources was limited to geographical and demographic coverage, and the extent of alignment with ICLS and other relevant international statistical standards. On the other hand, the assessment of the capacity of the identified institutions was limited to opinions collected using the Top Management questionnaire (Appendix 4.4).

This report details the findings from the assessment of the data sources and provides recommendations based on the findings. The report is organised along the different data sources. Each chapter considers whether a given data source collects the required information on migration related characteristics, labour force related characteristics and demographic characteristics, as well as an assessment of the processes and data quality. Chapter five provides recommendations based on the finding from the mapping and assessment of the data sources.





International Labour Migration in Tanzania

► International Labour Migration in Tanzania

2.1. Introduction

The United Republic of Tanzania is a union of Tanzania Mainland and Tanzania Zanzibar. Administratively, Tanzania is divided into 31 regions, 26 regions in Tanzania Mainland and five (5) regions in Tanzania Zanzibar. Mainland Tanzania covers more than 99 percent of the combined territories' total area.

Figure 2.1: Map the United Republic of Tanzania by Region, 2022

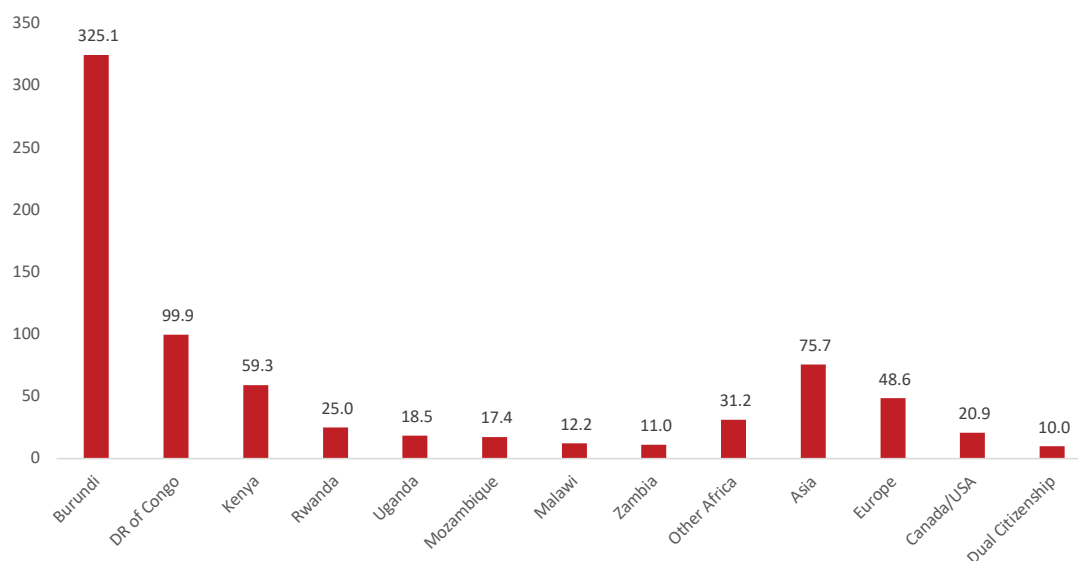


2.2. Trends in International Labour Migration

The United Republic of Tanzania has collected migration-related data since it conducted the population census in 1948. The censuses show that the number of foreign nationals living in Tanzania increased from 236,872 in 2002 to 662,827 in 2012. Foreign nationals represented 1.5 percent of the total population in 2012, and nearly 60 per cent were aged 15 years and above (hence of working age).

The 2012 census showed that most of the immigrants into Tanzania originated from neighbouring countries of Burundi, Kenya, Malawi, Mozambique, Rwanda, Uganda, Zambia and the Democratic Republic of Congo (Figure 2.2), which collectively account for three quarters of the immigrants in Tanzania in 2012. The 2012 census report on Migration and urbanisation identified the main factors which influence immigration from these neighbouring countries are proximity, ethnic relationships and forced migration which has generated a lot of refugees in Tanzania and the Great Lakes region at large. Migration flows in Tanzania have been dominated by refugees mainly from neighbouring countries. The other factor, which has led to a rise in the proportion of immigrants, is the good commercial and political relation among the East African Community countries such as Kenya and Uganda. Tanzania also continues to receive international migrants working in the country as experts and investors. When it comes to immigrants from Asia the majority originate from India and Pakistan. These countries possess a big stock of immigrants in comparison to Europe or the Americas, largely attributed by good trade relationships. There is also a sizable number of immigrants from Commonwealth countries. The report further shows that as far as the European countries are concerned most immigrants originate from Great Britain due to Commonwealth countries relationship and the Nordic countries which have been development partners since independence in 1961. The other European country which contributes a high proportion of immigrants is Germany due to education and industrial relationships. In North America a high proportion of immigrants originate from the United States of America and Canada which like European countries have been development partners of Tanzania for several decades. In terms of age, immigrants are distributed in all age groups though there is a high concentration of immigrants in working age groups and above.

Figure 2.2: Number of immigrants ('000s) by country of origin, Tanzania, 2012



Source: The 2012 Population and Housing Census - Migration and Urbanization Report (Volume 5)

The data from the 2012 census also revealed that at the time of the enumeration, total of 421,456 persons who previously were usual household members in Tanzania had moved to live outside Tanzania (irrespective of when they moved). This number was equivalent to 0.9 percent of the de facto population of the country at the time ³.

2.3. National data needs and priorities concerning international labour migration

The Tanzania National Bureau of Statistics (NBS) collects demographic and socio-economic data including those relating to international labour migration mainly from population censuses and sample household surveys. Migration-related information can also be compiled from various administrative records, including work permits, border management records, and employers' records (see Chapter 5 for the details).

Labour migration statistics are classified into stock or flow statistics ⁴. These are required for both national development needs as well as regional and global recoding to monitor the country's progress towards attaining regional and international development targets. Some of the international indicators of interest include

- SDG Indicator 10.7.1: Recruitment cost borne by employee as a proportion of yearly income
- SDG Indicator 17.3.2: Volume of remittances as a proportion of total GDP

The UN Migration profile for Tanzania⁵ identifies some indicators of interest. These include:

International migrant stock by age and sex

- Migrant stock by country of origin
- Migrant stock by country of destination
- Refugee population by country of origin
- Refugee population by country destination
- Tertiary students by country of origin
- Tertiary students by country of destination

Despite the various efforts, there remain gaps in the generation of information on some pertinent issues relating to international labour migration. Some of the challenges facing labour migration management at the country level include lack of capacity for collection, compilation, analysis, and dissemination of data on international labour migration as well as lack of information on migration flows in the informal economy.

2.4. Policy environment for International Labour Migration in Tanzania

The major policies at local level that guide international labour migration in Tanzania include the Non-Citizens (Employment Regulation Act of 2015) and National Employment Policy 2008, Tanzania Foreign Policy and the Immigration Policy (see Box 2.1).

3. The 2012 census collected information on the lifetime stock of emigrants, but not their characteristics such as age-sex composition, whether still alive or not, whether returned home or not, or whether having an engagement in the labour market or not.

4. Stock statistics refer to the number of migrants present in a given country at a particular point in time, while Flow statistics refer to the number of persons entering or leaving a country during a specific period

5. <https://esa.un.org/migmprofiles/indicators/profiles/tanzania.pdf>.

Box 2.1. Policies and Legal Frameworks Governing Labour Migration in Tanzania

1. The Constitution of the United Republic of Tanzania, 1977
2. Non-Citizens (Employment Regulations) Act 2015
3. Immigration Act (Revised Edition) 2016
4. Immigration Amendment Act 2015
5. Immigration (Amendment) Regulations 2016
6. Employment and Labour Relations Act No. 6 of 2004
7. Labour Institutions Act No. 7 of 2004
8. Employment and Labour Laws (Miscellaneous Amendments) Act, 2015
9. National Social Security Fund Act Cap 50
10. National Employment Promotion Services Act, 1999
11. Employment and Labour Relations (Code of Good Practice) Rules G.N NO. 42 of 2007
12. Employment and Labour Relations (General) Regulations 2017
13. Labour Institutions (General) Regulations 2017
14. Non-Citizens (Employment) Regulations, 2016
15. The National Five-Year Development Plan 2021/22-2025/26
16. National Employment Policy 2008
17. Export Processing Zones (EPZ) Act No. 11, 2002
18. Registration and Identification of Persons Act, No. 11 of 1986
19. Registration and Identification of Persons Regulation, GN No. 271 of 2014
20. The Investment Act, 1997 (Revised Edition 2015)
21. The Investment Regulations, GN No. 381 of 2002

At the regional level, the policies guiding the management of international migration include EAC Common Market Protocol, SADC⁶ Treaty, AU Treaty and various ILO Conventions and Guidelines. Tanzania has ratified various international laws, Conventions, Treaties, and Instruments that govern labour migration. Box 2.2 lists some external policies such as International Conventions, Treaties, and other international instruments in which Tanzania is obliged to abide with.

6. The Southern African Development Community (SADC) is a Regional Economic Community comprising 16 Member States; Angola, Botswana, Comoros, Democratic Republic of Congo, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia and Zimbabwe.

Box 2.2. Conventions, Treaties, & Other International Instruments

1. Treaty for the Establishment of the East African Community, 30 November 1999
2. Protocol on the Establishment of the East African Community Common Market, 2009 – entered into force in 2010
3. AU Migration Policy Framework for Africa 2006, EX.CL/276 (IX) adopted by the AU Executive Council at the 9th Ordinary Session of 25 – 29 June 2006, Banjul, The Gambia.
4. Resolution on the Establishment of a Strategic Framework for a Policy of Migration in Africa 2001, Cm/Dec. 34 (LXXIV) 2001.
5. ILO Convention No.97 Migration for Employment Convention (Revised) 1949
6. ILO Convention No.143 Migrant Workers (Supplementary Provisions), 1975
7. International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
8. Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment 2018
9. Implementation Roadmap for the Draft Protocol to the treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment
10. The East African Community One Stop Border Posts Act 2016

2.5. Institutional Framework for production of statistics in Tanzania

The National Bureau of Statistics (NBS) was established as an autonomous public office by the Statistics Act, 2015 and has the mandate to provide official statistics to the Government, business community and the public at large. The Act also gives NBS the mandate to play the role as a co-coordinating agency, within the National Statistical System (NSS) to ensure that quality official statistics are produced. The NBS has four Directorates which are:

- Economic Statistics
- Population Census and Social Statistics
- Statistical Operations
- Finance, Administration and Marketing

The Directorate of Population Census and Social Statistics is responsible for production of statistics on Migration and Labour market characteristics. Specifically, the Department of Social & Demographic Statistics is responsible for production of migration statistics while the Department of Labour & Price Statistics is responsible for production of Labour market statistics.

Figure 2.3: Organisation Structure of the Tanzania National Bureau of Statistics

In addition to the data from population censuses and sample household surveys by the National Bureau of Statistics, there are other institutions in Tanzania that collect and compile migration-related data from administrative records. These include

1. Prime Minister's Office - Labour, Youth, Employment and Persons with Disability Department; Employment Service Unit (TaESA) and the Labour Market Information Section
2. President's Office - Public Service Management
3. Ministry of Foreign Affairs and East African Cooperation
4. Tanzania Immigration Department - Ministry of Home Affairs
5. National Identification Authority
6. Tanzania Investment Centre
7. Export Processing Zone Authority
8. Bank of Tanzania
9. National Social Security Fund

10. Tanzania Trade,
11. Tanzania Police Force
12. Association of Tanzania Employers
13. Relief to Development Society (UNHCR agents for refugees)
14. BRAVO Job Centre Agency Ltd



Assessment of Population and Housing Censuses

► Assessment of Population and Housing Censuses

3.1. Overview

A population census is the total process of planning, collecting, compiling, evaluating, disseminating, and analysing demographic, economic and social data at the smallest geographic level pertaining, at a specified time, to all persons in a country or in a well-delimited part of a country⁷. A population census is intended to collect information about all the people who make up the country's population. Countries may differ in who they enumerate in censuses for example population present (de facto population), usual resident population (de jure population), or both. Therefore, people who belong to given population groupings may or may not be counted in a census, even if they live in that country.

Population censuses are the most widely available source of internationally comparable information on international migration in the world. Even though censuses cannot capture the entire picture of migration flows, they are still by far the only source of international migration statistics for many countries in the world⁸.

The United Republic of Tanzania carries a Population and Housing Census (PHC) once every 10 years. The 2022 Population and Housing Census was the sixth census carried out since the formation of the union. Prior to the 2022 census, previous censuses were conducted in 2012, 2002, 1988, 1978 and 1967. The objective of the 2022 census was to assist the Government in obtaining basic information that will support the process of implementation of Vision 2025, health, and social reforms, as well as monitoring of international development agendas. The 2022 census collected information among others related to demography, economic activities, disabilities, migration, community facilities, buildings as well as physical addresses. The modules of relevance to international labour migration were the demographic characteristics, migration and economic activities (see Section 3.2).

The 2022 Census Night (reference date for the census information) was the midnight between 22nd and 23rd August 2022. The enumeration was conducted through face-to-face interviews using Computer Assisted Personal Interviews (CAPI). The individuals were enumerated on a de facto basis i.e., persons were enumerated where they were found on the Census Night, regardless of where they usually reside. The target population for the 2022 census was all persons who were within the borders of Tanzania as of midnight of 22nd/23rd August 2022.

Two types of questionnaires (long and short questionnaires) were used to enumerate the household population in the 2022 Population Census. The short questionnaire was administered to households in 70 percent of all Enumeration Areas (EAs) while the long questionnaire was administered to the remaining 30 per cent of the EAs. Other questionnaires were used for enumeration of special population groups such as questionnaire for special groups and collective households. A community questionnaire was used to collect information on all community services and environmental features (e.g. water tanks, forest or vegetation cover).

7 United Nations (2017), Principles and Recommendations for Population and Housing Censuses (rev 3), ST/ESA/STAT/SER.M/67/Rev.3, 2015b, para. 1.4

8 Handbook for measuring international labour migration through population census

3.2. Items of data collection in the 2022 and 2012 Population Censuses

a) Individual Characteristics

The 20th ICLS Guidelines concerning statistics of international labour migration classify the personal characteristics related to international labour migration into three broad categories namely socio-demographic characteristics, migration characteristics and work characteristics.

Migration characteristics

Since 1967, the United Republic of Tanzania has consistently collected migration-related information through population censuses. The 2022 Census included questions on 'Place of Birth', 'Place of Residence', and 'Country of Citizenship' of all persons enumerated. Table 3.1 gives the migration-related questions asked of respondents in the 2022 Census. The questions on Region/Country of Birth as well as Country of Citizenship can be used to obtain the stock of foreign-born population and foreign population respectively.

Table 3.1: Migration related variables collected in the 2022 and 2012 Population Censuses

Migration characteristics	2022 Census	2012 Census	Question in the 2022 Census
Country of birth	Yes	Yes	In which region/country was [NAME] born?
Country of birth of Parents	No	No	
Country of citizenship	Yes	Yes	What is (NAME) country of citizenship?
Second country of citizenship	Yes	No	What (NAME) countries of citizenship? FISRT COUNTRY SECOND COUN TRY
Country of usual residence	Yes	No	Which region/country does [NAME] usually live?
Date of Arrival	Yes		When did [NAME] arrive to live in this region/country?
Duration of Stay	Yes		How long has [NAME] been living in this region/Country?
Country of previous residence - for foreigners	Yes	Yes	Where was [NAME] living before coming here?
Reason for Movement	Yes		What was [NAME's] main reason for moving to this region/to Tanzania
Country of Residence at a specified date in the past	Yes	Yes	1) In which Region /Country was [NAME] living during 2012 census? 2) In which Region /Country was [NAME] living in 2021?
Country of previous residence for citizens who lived abroad but returned	No	No	
Proficiency (speaking, reading, writing) in a language of the country of labour attachment	No	No	

Migration characteristics	2022 Census	2012 Census	Question in the 2022 Census
Emigrants	No	Yes	1) Is there any person who was a member of this household currently living outside Tanzania? 2) In which country are they living? 3) Have you or anyone in this household received remittance in the form of cash or in kind from them during the last 12 months?

The 2022 and 2012 census data can be used to generate information on the stock of immigrants and stock of return international migrants at the time of the enumeration. In addition, data from the 2012 census can be used to generate information on the stock of emigrants from Tanzania.

Work characteristics

The 2022 census collected information on labour force status, occupation, industry, and status in employment. The work characteristics (see Table 3.2) were collected from the population in the 30 percent of EAs enumerated with the long questionnaire.

Table 3.2: Economic activity variables collected in the 2022 and 2012 Population Censuses

Economic activity characteristics	2022 Census	2012 Census	Questions in the 2022 Census
Age coverage for the Labour Force questions	5+	5+ Years	
Labour Force Status	Yes	Yes	During the period of Last week, which of the following work/activity did [NAME] do for many hours?
Occupation	Yes	Yes	In the main job, what kind of work does [NAME] usually do?
Industry/Economic sector	Yes	Yes	What is the main activity of the business or place where [NAME] work[s]?
Status in employment	Yes	Yes	In [YOUR/NAME's] job, [do/does] [YOU/NAME] work as... ? Paid Employee Self Employed without employees Self-employed with employees casual worker Workers not classifiable by status
Wages or Earnings per time period (hourly, daily, Weekly, yearly)	No	No	

Economic activity characteristics	2022 Census	2012 Census	Questions in the 2022 Census
Hours usually Worked	No	No	
Duration of employment in months or years	No	No	
Remittances sent outside the country of labour attachment	No	No	
Social security entitlements in the country of labour attachment	No	No	

Socio-demographic characteristics

The 2022 census collected information on some socio-demographic characteristics which are critical to the study of international labour migration. These include age, sex, marital status, educational attainment, disability status (Seeing, hearing, walking, remembering and self-care) and household size (derived variable).

Table 3.3: Socio-demographic variables collected in the 2022 and 2012 Population Censuses

Socio-demographic characteristics	2022 Census	2012 Census	Question in the 2022 Census
Sex	Yes	Yes	Is [NAME] a Male or a Female?
Age	Yes	Yes	How old is [NAME]?
Marital status	Yes	Yes	What is the current marital status of [NAME]? never married, married, living together, divorced, separated, widowed?
Educational attainment	Yes	Yes	What level of education has [NAME] completed or is currently attending?
Disability status	Yes	Yes	Washington Group questions on disability
Type of living quarters	Yes	Yes	Can be obtained indirectly by the type of questionnaire used to enumerate the population • Questionnaire for the 2022 Population and Housing Census • Building Questionnaire 2022 • Census Questionnaire for Special Groups and Collective Households

International Labour Migrants

It is possible to establish the stock and profile the characteristics of international migrant workers by combining the information on the migration characteristics with that on economic activities of individuals. However, this is only possible for the population in the 30% sample of enumeration areas which was enumerated using with the long questionnaire. The information relating to international labour migration that could be generated from the 2022 census data include:

- Labour force by sex, **age and place of birth or citizenship**
- Labour force participation rate (%) by sex, **age and place of birth or citizenship**
- Employment-to-population ratio (%) by sex, **age and place of birth or citizenship**
- Unemployment by sex, **education and place of birth or citizenship**
- Unemployment rate by sex, **age and place of birth or citizenship**
- Unemployment rate by sex, **education and place of birth or citizenship**
- Employment distribution by sex, **economic activity and place of birth or citizenship**
- Share of Youth Not in Employment, **Education or Training (NEET) by sex and place of birth or citizenship**

The 2022 census data cannot be used to identify some key categories of international labour migrants such as return international migrant workers and nationals (citizens) living and working abroad.

b) Concepts and definitions

The 2012 census report on Migration and urbanisation states that '.... the terminology in the field of migration is not fully standardized,'. Table 3.4 provides a comparison of the concepts and definitions used in the 2012 census of Tanzania with the international concepts and definitions. In general, it is observed that there is a slight variation between the definitions used in the 2012 census and the international definitions. The variation observed would not constrain the identification of international migrant workers.

Table 3.4: Concepts and definitions used in the 2012 Census

Labour Migration Concept	2012 Census Definition
International migrant	Persons who have immigrated to Tanzania to establish residence or for work
Nationals (citizens) in the country	Persons with Tanzania citizenship either by birth or naturalisation
Nationals (citizens) employed in the country	Persons with Tanzania citizenship either by birth or naturalisation who during a reference week performed work for pay, profit, exchange of goods, or worked for own benefits or helped in these undertakings for one or more hours
Nationals (citizens) living abroad	Persons with Tanzania citizenship either by birth or naturalisation who have migrated to other countries

c) Classification used

The International statistical system has developed a standard classification for selected sets of censuses/surveys information. The classifications used for the 2022 census were not available at the time of validation of the report. Table 3.5 gives the international classifications used during the collection of information on occupation, industry, and status in employment, in the 2012 census. Information on educational attainment in the 2012 census was classified according to a nationally adapted classification (as shown in Appendix 3).

Table 3.5: Classification used in the 2012 Census

Variable	2012	Comment
Occupation	TASCO	Tanzania standard Classification of Occupations (TASCO) a nationally adapted ISCO-88
Industry	ISIC Rev 4	
Status in employment	ICSE -1993	
Education status	Nationally adapted ISCED-2011	The classification is adaptable to the ISCED 2011 as shown in Appendix 3

3.3. Measures to promote participation of migrant population groups

There were no specific measures put in place to promote participation of migrant population groups in the 2012 census enumeration. However, several measures were put in place to promote participation of the general population in the 2012 census of Tanzania.

a. sensitization campaigns to promote participation

The 2012 PHC used intensive and extensive publicity and advocacy programmes to educate, sensitize and mobilize people to participate in the census process. Government partnership with a private media consulting firm, facilitated by United Nations Population Fund (UNFPA), was critical to the success of the public sensitization campaigns.

An intensified mass media campaign was launched by the Prime Minister on behalf of His Excellency the President. The live and extensive media coverage of the event provided not only the required momentum, but also a timely reminder of the 2012 census. The media coverage campaign which lasted throughout the enumeration period, hooked the entire country to the 2012 census.

b. Training of enumerators and supervisors

Enumerators and supervisors were trained at national, regional and district or divisional levels. The purpose of the training was to prepare the supervisors and enumerators to carry out the enumeration duties accurately. A standard training procedure was used all over the country, which was achieved through the use of common training manuals that were developed to guide trainers on the procedures to be followed.

c. Management of the enumeration process

During enumeration, each enumerator with the help of village/vitongoji/street leaders, canvassed his or her entire EA, by moving from one household to another, until all households were covered. Each enumerator was provided with an EA map that clearly defined the boundaries of their assigned area. Other enumerators were stationed at mass transit points to enumerate passengers on buses, trains, airplanes and ships. Special enumeration labels or tags were issued to each traveller after enumeration to avoid double-counting.

Special arrangements were also made to enumerate the homeless. In addition, Special procedures were used to access and enumerate migrant groups such as persons in worker camps and refugee camps.

3.4. Data dissemination and sharing

No information relating to international labour migration from the 2022 census has been published. Some results from the 2022 census results were disseminated through reports giving the size, sex composition as well as the spatial distribution of the population in 2022 have been published. The reports are available on the official websites (www.nbs.go.tz and www.ocgs.go.tz).

3.5. Strengths, Limitations and Data Gaps

Strengths

1. The population census was a complete enumeration of all persons in the country. Therefore, it has the potential to generate migration-related information down to the lowest administrative unit. The 2022 census collected information on variables that are required in defining international migration. These include migration characteristics (immigration and emigration) for all persons. The census also collected information on economic activities of all persons aged 5 years and above (in the 30 percent sample of the Enumeration Areas that where the long questionnaire was used for the enumeration).

Although the questions on economic activities were collected on a sample basis, the sample size was big enough to generate sub-national estimates. Therefore, the data from the 2022 census can be used to generate a profile of international labour migration for Tanzania as a whole and for the regions.

2. The census collected information on all individuals' basic socio-economic characteristics, allowing for disaggregation of the international migrant workers by the desired socio-economic characteristics such as sex, age, location, educational attainment and disability status.

Limitations

Information on labour force status in the 2022 census was collected from the population who were enumerated with the long questionnaire i.e. in only 30 percent sample of the Enumeration Areas. Given that the immigrant population is not likely to be randomly distributed across the country, the results are not likely to be representative of the situation of labour migration in the country.

Data gaps

1. The 2012 census of Tanzania included a module on Citizens in the Diaspora. However, no information was collected about their personal characteristics. Therefore, the module cannot be used to identify 'citizens working abroad'.

The module on economic activity did not include questions on country of place of work for those employed. Therefore, it is not possible to identify cross-border workers

Conclusion

The Government of the United Republic of Tanzania conducted a Population and Housing Census in 2022. This was the sixth census in the post-union period. The previous censuses were conducted in 2012, 2002, 1988, 1978 and 1967. The objective of the 2022 census was to assist the Government in obtaining basic information that will support the process of implementation of Vision 2025, health, and social reforms, as well as monitoring of international development agendas. The census had collected information about the characteristics people, the buildings and Community Services. The 2022 census collected information among others related to demographic characteristics, economic activities, disabilities, migration characteristics, community facilities, buildings as well as physical addresses.

Some results from the 2022 census results were disseminated through reports giving the size, sex composition as well as the spatial distribution of the population in 2022 have been published. The reports are available on the official websites (www.nbs.go.tz and www.ocgs.go.tz).

The 2022 census had a module on migration characteristics and another on economic activities of the population. Therefore, it is a potential source of information on international labour migration. However, this information is not yet available in the published reports.



▶ 4

Assessment of the Household based Sample Surveys

► Assessment of the Household based Sample Surveys

4.1. Overview

A sample survey is a statistical operation in which only a selected part (sample) and not all units (whole population) of interest are enumerated. It is a method for collecting data from or about some members of a population (sample) so that inferences about the entire population can be obtained from a subset, or sample, of the population members.

Each type of survey has its specific objectives, target population and survey design targeted to achieve its objectives. Sample household surveys interview a small proportion of the target population and collect detailed information about the topic of interest. Sample surveys tend to collect information about other background characteristics of the target population. Because of the ability to collect detailed information about a topic of interest, they have the potential of providing a detailed characterisation of the selected topic.

The Government of Tanzania through the National Bureau of Statistics (NBS) has conducted several sample household-based surveys and Establishment surveys. These include Integrated Labour Force Surveys (1990/91, 2000/2001, 2006, 2014 and 2020/21), Demographic and Health Surveys, Household Budget Surveys 2017 – 18, National Panel surveys, Annual rapid welfare monitoring surveys, HIV Impact Surveys, Nutrition Surveys, Informal Sector Surveys, Environmental related household surveys and Household based ICT. The survey most suited for generation of information on international labour migration is the Integrated Labour Force Survey.

4.2. The Integrated Labour Force Survey

The National Bureau of Statistics (NBS) of the United Republic of Tanzania conducts an Integrated Labour Force Survey (ILFS) every five years. The survey is conducted in collaboration with the Office of the Chief Government Statistician Zanzibar (OCGS) and the Prime Minister's Office, Policy, Parliamentary Affairs, Labour, Youth, Employment and Person with Disability on behalf of the Government of the United Republic of Tanzania. The objective of the Integrated Labour Force surveys is to collect labour market information and other socio-economic data required for policy formulation to promote employment and for monitoring employment and unemployment trends as indicated in national, regional and international development aspirations, which include the National Five-year Development Plan III, National Development Vision 2025; Zanzibar Vision 2050; African Agenda 2063; East Africa Vision 2050 and the UN Sustainable Development Goals⁹.

The 2020/21 ILFS was the sixth Integrated Labour Force survey conducted by the Government of Tanzania. Previous surveys were conducted in 2014, 2006, 2000/2001, 1990/91 and 1965. The 2020/21 ILFS targeted the population aged five (5) years and above living in private households in Tanzania. Data collection was done between July 2020 to June 2021, using face-to-face Computer Assisted Personal Interviewing (CAPI).

The 2020/21 ILFS was a sample household-based survey. The sampling frame used was the list of Enumeration Areas (EAs) from the 2012 Population and Housing Census. The sampling frame has a total of 103,687 EAs (15 percent in Dar es Salaam, 25 percent in other urban areas and 60 percent in rural areas). The 2012 census EAs were regarded as Primary Sampling Units for the 2020/21 ILFS. The sample for the 2020/21 ILFS was designed to provide estimates for the three independent domains of Dar es Salaam City, other urban areas and rural areas. This stratification is warranted because of the

⁹ SDG Goal 8 specifically addresses promotion sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all Rev.3, 2015b, para. 1.4

perceived heterogeneity of units of enquiry in these domains, especially with respect to employment characteristics. A total of 585 clusters were selected countrywide, giving a sampling fraction of 0.56%. A new listing of households was conducted in the selected EAs to capture the changes in the number of households before selection of the final sample.

4.3. Items of data collection

The 20th ICLS guidelines concerning statistics of international labour migration¹⁰ classify the individual characteristics related to international labour migration into three broad categories namely socio-demographic characteristics, migration characteristics and work characteristics.

Migration characteristics

The ILFS 2020/21 collected several types of information for identifying the migration characteristics of individuals as shown in Table 4.1. The questions on Region/Country of Birth as well as Country of Citizenship can be used to obtain the stock of foreign-born population and foreign population respectively.

NB: The ILFS 2020/21 did not collect information on citizens who have moved to live in another country.

Table 4.1: Migration related variables included in the ILFS 2020/21

Migration characteristics	Status	Question asked in the ILFS 2020/21
Country of birth	Yes	Were you/was [NAME] born in Tanzania? In which region/ Country [were you/was [NAME] born?
Country of birth of Parents	No	
Country of citizenship	Yes	Are you /is [NAME] a citizen of (Tanzania/Another Country)?
Second country of citizenship	Yes	Which other country [are you /is [NAME] a citizen of?
Country of previous residence - for foreigners	No	
Country of Usual Residence	No	
Country of Residence at a specified date in the past	No	
Country of previous residence for citizens who lived abroad but returned	Yes	In which area of Tanzania or country [were you/ was {Name] living before coming here?
Duration of Residence	Yes	When did [you/NAME] arrive to live in this region/ in Tanzania? How long [have you/has [NAME] been living in this region or in Tanzania?

¹⁰ Report III: Report of the Conference, 20th International Conference of Labour Statisticians (Geneva, 10–19 October 2018), International Labour Office, Department of Statistics, Geneva, ILO, 2018.

Migration characteristics	Status	Question asked in the ILFS 2020/21
Reason for Migration	Yes	What was [your/NAME's] main reason for moving to this region/ to Tanzania?

Work characteristics

The Labour Force Module of the ILFS 2020/21 used two types of forms, namely Labour Force Survey Form 1 (LFS1) and Labour Force Survey Form 2 (LFS2).

- The LFS1 was administered to all individuals in the selected households, and it was intended to capture households' members' profiles, disability, migration, level of education and literacy; household economic activities, ownership of assets and amenities; and access to public services.
- The LFS2 was the core module of the ILFS 2020/21. It was an individual questionnaire administered to persons aged 5+ who were usual members of the selected households. It covered information on characteristics of economically active and inactive persons.

For the economically active persons, the LFS2 collected information on current economic activities; unemployment; main economic activities; secondary economic activities; hours of work; income from employment; and usual economic activities.

Table 4.2 shows that information on labour force status, Occupation, Industry, Status in employment, individual earnings and hours worked were among the topics covered in the survey. The ILFS 2021 questionnaire adhered to the 19th ICLS Resolution I (Resolution concerning statistics of work, employment and labour underutilisation).

Table 4.2: Work related variables included in the ILFS 2020/21

Economic activity characteristics	ILFS 2020/21	Question asked in the ILFS 2020/21
Age coverage for the above questions	5+ Years	
Labour Force Status	Yes	Last week, from [DAY] up to [DAY], did [you/NAME]... Read and mark all that apply
Occupation	Yes	In [your/his/her] main job, what kind of work [do/does] [you/NAME] usually do?
Industry/Economic sector	Yes	What is the main activity of the business or place where [you/NAME] work[s]?
Skills		Which of the following best describes the level of skills needed to carry out tasks and duties of [your/NAME] main job/business? Which of the following best describes [your/NAME's] level of skills?

Economic activity characteristics	ILFS 2020/ 21	Question asked in the ILFS 2020/21
Status in employment	Yes	In [your/NAME's] main job, [do/does] [you/NAME] work as...? ➤ A paid employee ➤ A self Employed (non-agriculture) ➤ On your own farm or shamba: ➤ Member of producer cooperative ➤ Unpaid family helper(non-agriculture) ➤ Unpaid family helper (agriculture) ➤ Workers not classifiable by status
Individual earnings per month	Yes	What was your gross cash income from your paid employment during the last month?
Wages or earnings per time period (Hourly, Daily, Weekly, Yearly)	No	
Hours usually Worked	Yes	How many hours did you work each day during the last week, in your main economic activity?
Duration of employment in months or years	Yes	
Remittances sent outside the country of labour attachment		
Social security entitlements in the country of labour attachment	Yes	➤ Do you get paid maternity/paternity leave? ➤ Would you get paid sick leave in case of illness or injury? ➤ Do you get paid annual leave?

Socio-demographic characteristics

Table 4.3 shows that the 2020/21 ILFS collected information on socio-demographic characteristics including age, sex, marital status and educational attainment. In addition, the survey collected information on disability status using the Washington Group questions on disability.

Table 4.3: Migration related variables included in the ILFS 2020/21

Socio-demographic characteristics	ILFS 2020/ 21	Question asked in the ILFS 2020/21
Sex	Yes	Is [NAME] a male or a female?
Age	Yes	In which month and year was [NAME] born? How old is [NAME]?
Marital status	Yes	What is the current marital status of [NAME]?
Educational attainment	Yes	In which level of education is/has [NAME] completed/attending/dropped off?

Socio-demographic characteristics	ILFS 2020/ 21	Question asked in the ILFS 2020/21
Disability status	Yes	Disability Status ■ Difficulty seeing ■ Difficulty walking or climbing steps ■ Difficulty hearing ■ Difficulty remembering or concentrating ■ Difficulty with self-care (such as washing all over or dressing) ■ Difficulty communicating (understanding or being understood) ■ Any other type of disabilities/difficulties
Type of living quarters	Yes	

a) Concepts and definitions

Table 4.4 shows that the concepts and definitions used in the ILFS 2020/21 are in line with international recommendations and those of the various International Conferences of Labour Statisticians. However, in some cases the standard international definitions were slightly adjusted to reflect the situation pertaining to developing countries and Tanzania in particular¹¹.

Table 4.4: Concepts and definitions in the ILFS 2020/21

Concept	ILFS 2020/21 Definition
International migrant	Persons who have immigrated to Tanzania to establish residence or for work (based on the criteria Country of Citizenship)
Nationals (citizens) in the country	Persons with Tanzania citizenship either by birth or naturalisation
Nationals (citizens) employed in the country	Persons with Tanzania citizenship either by birth or naturalisation who during a reference week performed work for pay, profit, exchange of goods, or worked for own benefits or helped in these undertakings for one or more hours
Nationals (citizens) living abroad	Persons with Tanzania citizenship either by birth or naturalisation who have migrated to other countries

b) Classification used

For purposes of international comparability, it is desirable the concepts and categories used during the data collection are aligned with the international statistical standards and classifications where they exist. These include the International Standard Classification of Education (ISCED), the International Standard Industrial Classification (ISIC), the International Standard Classification of Occupations (ISCO), the International Classification of Status in Employment (ICSE). These were the classifications used in the ILFS 2020/21.

¹¹ The United Republic of Tanzania, Integrated Labour Force Survey-2014 Analytical Report

Table 4.5: Classification used in the ILFSs, 2014 & 2020/21

Variable	2020/21	2014
Education status		A nationally adapted version of the ISCED
Industry	ISIC Rev 4	ISIC Rev 4
Occupation	TASCO – a nationally adapted version of the ISCO	TASCO – a nationally adapted version of the ISCO
Status in employment		ICSE -1993

4.4. Data dissemination and micro-data availability

The results of the ILFS 2020/21 were disseminated through the 'Key Labour Market Indicators report' and the 'Analytical Report'. The 2021/21 ILFS Analytical Report is also available on NBS official website (www.nbs.go.tz and www.ocgs.go.tz). The analytical report was disseminated along with policy briefs focusing survey results on particular areas of the labour market characteristics. The policy briefs that were planned to be disseminated in tandem or subsequently after the survey's main report include

- Women and youth engagement in agriculture and informal sector
- A gender- focused analysis of the labour market
- Working children and Child labour
- Time use
- Labour migration; and
- The informal Sector.

There are no restrictions to, or cost required in obtaining micro-data. A representative sample of the ILFS 2014 is available for use outside the NSO. However, the metadata on ILFS 2020/21 has not been published.

4.5. Strengths, Limitations and Data Gaps

Strengths

The ILFS 2020/21 collected information on migration status and economic activity, which are the major domains necessary to identify and classify international labour migration. It also collected information on other individual socio-demographic characteristics to allow for disaggregation of the information.

Limitations

1. The ILFS 2020/21 was a sample survey designed to generate estimates at national level and for the three domains namely Dar es Salaam City, other urban areas and rural areas. The survey cannot be used to generate estimates of international labour migration for sub-national units such as regions or districts. This limitation is worse in the case of international labour migrants who are known to be concentrated in small pockets such as work camps, refugee camps, etc.
2. The published information relates to only labour market indicators. There is no published information relating to International Labour migration characteristics.

3. Data collection for the ILFS 2020/21 adhered to the 19th ICLS Resolutions concerning statistics on work, employment and labour underutilisation. However, the published reports are based on the 13th ICLS Resolution concerning statistics of the economically active population, employment, unemployment and underemployment.

There are plans to revise the ILFS 2020/21 Analytical report to reflect the findings according to the 19th ICLS Resolutions.

Data gaps

The ILFS 2020/21 did not collect information on Tanzania citizens who migrated to reside outside Tanzania.

4.6. Summary and conclusion

The Government of Tanzania undertakes sample household surveys and establishment surveys including the Integrated labour force surveys, Household budget surveys and Establishment surveys. The ILFS 2020/21 was the most recent survey conducted that can generate statistics on international labour migration. The survey was conducted with the aim of collecting labour market information and other socio-economic data required for policy formulation to promote employment and for monitoring employment and unemployment trends as indicated in national, regional and international development aspirations. Despite the challenges, the survey findings present reliable indicators on the existing labour market situation in the country.

The ILFS 2020/21 is a potential source of some information on international labour migration. However, the analytical report from the ILFS 2020/21 that was published, did not include information on international labour migration. The report can be accessed on the NBS website.

The NBS has plans of producing a thematic report of international labour migration using the ILFS 2020/21.



▶ 5

Mapping of Administrative sources of data

► Mapping of Administrative sources of data

5.1. Overview

Administrative records are increasingly getting recognised as a source of data on different aspects of society, including international labour migration. These are records that are collected for administrative/regulatory purposes but contain information about the individuals, which can be processed and used for statistical purposes. Regarding international labour migration, there are three major types of sources of information:

1. Records of border entry/exits
2. Records of Visas and Work permits (for foreigners coming in, and/or nationals departing)
3. Population registers such as register of all nationals, register of refugees, register of foreign nationals, register of nationals with work permits abroad, etc)

Information from administrative records is usually collected as and when the event is taking place or within a designated time according to the relevant legal framework. Therefore, in the case of cross-border movements, administrative records capture all flows of migrants, even in cases where the same person makes multiple movements. Therefore, administrative records provide a more comprehensive picture of all movements that take place in a specified period of time. Because administrative records are collected as and when the events happen, the data therefrom have the potential to be more accurate and up to date than those from censuses/surveys.

Administrative records usually collect detailed information about the location of the person. This makes it possible to disaggregate the data to lower sub-national levels, a feature that is usually not possible using data from sample household surveys.

5.2. Mapping of data sources and producer institutions

There are several institutions in Tanzania that collect and compile information relating to international labour migration from administrative records, directly as responsible entities or indirectly as supporting entities (Table 5.1).

1. Register of Work permits for foreigners working in Tanzania

The prime source of data on international labour migration is the Register of work permits under the Prime Minister's Office - Department of Labour, Youth, Employment and Persons with Disabilities (PMO-LYED). The Prime Minister's Office - Policy, Parliament, Coordination, Labour, Youth, Employment and Persons with Disability has developed an Online Work Permit Application and Issuance System (OWAIS). The System is integrated with the Online System for application of Residence Permit (e-Permit), which is run by the Tanzania Immigration Department.

The Tanzania Investment Centre (TIC) and the Export Processing Zones Authority (EPZA) assist their clients in the process of application for work permits in line with their mandates, while the Department of Refugees facilitates refugees to get employment in the country in collaboration with the PMO-LYED- which provides them with work permits prior to commencement of the working. A Police Clearance Certificate is also an important pre-requisite in providing criminal clearance for both work and residence permits.

2. Register of Work permits for Tanzanians working abroad

The other major producers of statistics on international labour migration include:

1. The Employment Service Unit (TaESA) which coordinates the recruitment of Tanzanians aspiring to work abroad (in private sector) in collaboration with other relevant authorities within the country and Tanzania's embassies and high commissions in the countries of destination.
2. The Ministry of Foreign Affairs and East African Community facilitates Tanzanians aspiring to work outside Tanzania. The ministry's Diaspora unit also captures information on Tanzanian citizens who left the country on their own and reside or are settled outside Tanzania but are still affiliated with Tanzania's social and economic development.

3. Entry/exit records at International Borders

The Boarder Management function of the Tanzania Immigration Department is the link which provides passage for all international travellers including Tanzanians leaving and those returning to the country. It also provides passage to citizens of Tanzania and citizens of neighbouring countries for temporary employment on either side of the borders in collaboration with other government agencies such as local authorities of both Tanzania and the neighbouring country.

4. Register of Tanzanian Citizens and Legal Residents

The National Identification Authority (NIDA) is responsible for registration and issuance of National Identification Cards to Tanzanian citizens and Legal residents.

Table 5.1: Types of administrative data collected by source of data

	01	02	04	05	06	07	08	09	11	12	13	14	15	16	18
Mapping Criteria	PMO-LYED Work Permits	PMO-LYED, ESU, Public Employment Agency	EPZA, Work Permits	PO-PSM Work Permits	Immigration Resident Permits	Immigration, Border Management	NSSF	MOHA REFUGEES	MoFEA, Diaspora	MoFEA, DMC	Police Clearance Certificate	REDES	ATE, Work Permits	NIDA	BRAVO JOB CENTRE AGENCY
Type of Administrative source															
Register of work permits issued to foreign workers	X		X	X		X							X		
Social security registration system							X						X		
Geographical coverage Whole country?	X	X	X	X	X		X		X		X	X	X	X	X
Coverage															
Foreigners (non-citizens) living and working in the country	X		X	X	X	X	X				X		X		
Refugees/ Asylum seekers												X			
Demographics Age/Sex/Marital Status	X	X	X	X	X	X	X				X	X	X	X	X

Mapping Criteria	01	02	04	05	06	07	08	09	11	12	13	14	15	16	18
	PMO-LYED Work Permits	PMO-LYED, ESU, Public Employment Agency	EPZA, Work Permits	PO-PSM Work Permits	Immigration Resident Permits	Immigration, Border Management	NSSF	MOHA REFUGEES	MoFEA, Diaspora	MoFEA, DMC	Police Clearance Certificate	REDESO	ATE, Work Permits	NIDA	BRAVO JOB CENTRE AGENCY
Migration related: Country of citi- zenship	X		X		X	X	X				X	X	X		X
Reason for coming to the country (if foreign immigrant)	X				X	X					X		X	X	
Labour related: Employment / Occupation etc.	X	X			X		X				X		X	X	X
Individually earn- ings per some time period							X								
Classification Occupation: ISCO-68, ISCO-88, ISCO-08,															
Registration is free of charge		X	X				X		X			X		X	X
Data collected is verified with supporting docu- ments	X	X	X		X	X	X				X	X	X	X	X
Data is validated with identity of the provider	X	X					X				X	X			
Means used to obtain data to register - Printed forms/ Electron- ics/online		X	X		X	X	X		X	X	X	X	X	X	X

5.3. Coverage

The types of data collected by the various institutions include the total stock of immigrants and emigrants, number of immigrants with permanent residence in the country, disaggregated by demographic characteristics, nationality, occupation, their employers and remittance from abroad (Table 5.2). Other information collected includes number of citizens registered in the diaspora and government officials on missions abroad. Regarding labour externalisation, some of the information collected includes number of labour migration employment agents, registered number of Tanzanians going to work abroad disaggregated by types of work, nature of migrants' contracts and amount of remuneration for migrant labour.

Geographically, the coverage of the data sources is nationwide in design. The information relating to employment is based on voluntary registration of persons preparing to engage in employment, hence most of the sources cover the population aged 18 years and above.

Table 5.2: Type of Labour Migration Information Source

Data source	Name of Institution	Role regarding International Labour Migration	Source documents	Types of information generated
Work Permits	Prime Minister's Office - Labour, Youth, Employment and Persons with Disability Department	- Issuance of Work Permits to foreigners to work in Tanzania - Excludes seasonal labour immigrants from neighbouring countries (handled by Immigration). - Coordinates the administration of labour migration employment agents and ensures that all such agents are credible.	Work permit Application Forms Available also electronically and online	- Number of work permit applications received by decision (approved, deferred, refused) - Number of migrants with work permit in Tanzania - Migrants working in Tanzania and their employers - Number of registered private employment service agencies
	President's Office, Public Sector Management	Facilitating work and resident permits for experts from abroad earmarked for international organizations and government institutions	Application Forms	- Number of government officials on mission abroad - Officials from other governments on a mission in Tanzania
	Tanzania Investment Centre	- Coordinates, encourages, promotes, and facilitates investment in Tanzania - Maintain a one stop Centre for Investment-related matters in Tanzania	- Work permit application Forms - Residence permit application Forms	Number of foreign investors with capital above \$300,000
	Export Processing Zones Authority	- Attract and promote investment (in Tanzania's Special Economic Zones) for export-led industrialization. - Attracting foreign investors	- Work permit application Forms letters - Resident permit application Forms letters	Number of investors by country of origin, place of birth, activities, qualifications and family status
	Association of Tanzania Employers	Assisting members on issues of work and residence permits and policy dialogue	Membership Register	Number of foreign employers

Data source	Name of Institution	Role regarding International Labour Migration	Source documents	Types of information generated
Resident permits	Tanzania Immigration Department	Facilitation and control of migration Residence Permits	Application Forms for Residence permit	- Number of Resident permit application - Number of Resident permits issued - Number of rejected resident permit applications - Overstayed resident permits.
	Tanzania Police Force	Provision of Police clearance certificate. NB: To check criminal records of foreigners	Form/ Register	Number of Clearance certificates issued
Visas	Tanzania Immigration Department - Border management	Management of cross-border movements	Entry /Arrival declaration forms	- Number of immigrants and emigrants, - Number of visas issued by type /purpose of visit, - Migrants refused entry. - Different types of visas-flow - Overstays; and - Number of refugees
Immigrant Workers	NSSF	Provision of information about emigrant workers who have registered with the Fund - excluding seasonal labour immigrants from neighbouring countries. Shares information with NIDA, ILO, TRA and Labour department on request.	Forms – also available electronically	Number of immigrant workers registered by Fund

Data source	Name of Institution	Role regarding International Labour Migration	Source documents	Types of information generated
Tanzanians abroad	PMO Employment Services Unit – a Public Employment Agency	Coordinate the recruitment of Tanzanians aspiring to work abroad (in private sector) in collaboration with other relevant authorities within the country and Tanzania's embassies and high commissions in the destination countries. Excludes persons leaving on their own i.e. not going thru a recruitment agency	Letters and Registration Forms	- Number of Tanzanians going to work abroad - Nature of migrants' contracts - types of work - amount of payment
	Ministry of Foreign Affairs and EAC – Diaspora Unit	Mobilizing Tanzania affiliates (Tanzania's Diaspora and their dependents) living abroad to register with the Embassies / High Commissions and to attract them to participate in national development.	Online Forms/ Registration form	- Number of registered diasporas. - Names and address - Profession. - Communities and - Employment status.
	BRAVO Job Centre Agency Ltd	Facilitate foreign and local recruitment	Recruitment Registration Form	Number of emigrants recruited
Population Register	National Identification Authority	Registration and issuance of National Identification Cards to Tanzanian citizens and Legal residents.	Registration Forms	- Number of migrants with permanent residence in the country, - Demographic characteristics of the immigrants, - Immigrants by country of nationality - Working immigrants by occupation
Register of Refugees	Relief to Development Society	Provision of humanitarian Assistance to refugees and Asylum seekers.	Refugee Register	- Number of Refugees attended - Number of asylum seekers attended
Remittances	Bank of Tanzania	Analysis of data on remittances through offsite monitoring of foreign exchange inflows and outflows¹².	Records of remittances from abroad by other banks or financial institutions	Amount of cash remittances from abroad

¹² The Bank of Tanzania also carries out a monthly survey on remittance inflows through formal channels, including commercial banks and other authorized international remittances service providers.

5.4. Data Quality

Data quality has several dimensions including accuracy, completeness, adherence to international standards as well as availability and accessibility. However, the items which were considered in the assessment of the quality of data from administrative sources were:

1. The number of registered units is compared to:
 - Administrative source's data in previous periods
 - Statistics from censuses and/or surveys
2. It is verified that all units have a valid identification variable.
3. Checks for duplicate units are carried out
4. All units in the register/data source are checked to ensure that they have information on the main variables
5. The frequency distributions of the variables are reviewed.
6. Variations from previous periods are reasonable or can be explained by known facts or situations
7. Periodicity of quality controls (Daily, Weekly, Monthly, Quarterly, Annual, No controls).

The findings from the assessment are presented in Table 5.3. Overall, the assessment showed that the data collected by the various departments in the Prime Minister's office are deemed to be of good quality. The office has clearly documented procedures for checking the quality of the data from these institutions. However, it is not clear whether there are equally well laid out procedures for checking data collected by the Ministry of Foreign Affairs, Association of Tanzania Employers and the Tanzania Police Force.

There is legal mandate which provides for the various institutions to collect migration-related information as part of their administrative procedures. However, most institutions interviewed mentioned that they do not have access to data management systems or additional software for data processing or statistical analysis. For most of the sources, the data processing is not done in a timely manner. Further to that, although information relating to economic activity and education characteristics is collected, there is no deliberate action to align the information collected to international classifications.

Therefore, data quality has been identified as an area that requires deliberate efforts for improvement in most of the sources assessed. The dimensions of quality that need to be emphasised include completeness of coverage, use of internationally recommended concepts and definitions, as well as making information available.

Table 5.3: Assessment of Data Quality by Data Source

No	Data type	Name of Institution	Data quality Assessment
1.	Work Permits	Prime Minister's Office- Labour, Youth, Employment and Persons with Disability Department	✔ The most relevant variables are collected including demographics (age, sex, education), migration (Country of birth, purpose for entry,) and labour (Occupation, industry, status in employment) ✔ Data checked for accuracy ✔ Data processing is not timely ✔ Use of classifications to be verified after system completion ✔ Data copies from the register can be accessed at a fee ✔ Metadata to be verified after system completion ✔ Work permits data can be compared to other sources
2.	Work Permits	President's Office, Public Service Management (PO-PSM)	✔ Some relevant variables including demographics, migration and labour can be found in application letters, CVs and attachments but not stored in the database ✔ Data are checked for accuracy ✔ Data processing is not timely ✔ No evidence on use of classifications ✔ Data access for internal use ✔ No metadata is available ✔ Work permits data comparable to Labour, Youth, Employment and Persons with Disability Department
3.	Work Permits	Tanzania Investment Centre (TIC)	✔ Most relevant variables are collected including demographics, migration, and labour ✔ Data are checked for accuracy ✔ Data processing is not timely ✔ No evidence on use of classifications ✔ Data accessed on request ✔ No metadata is available ✔ Work permits data comparable to Labour, Youth, Employment and Persons with Disability Department
4.	Work Permits	Export Processing Zones Authority (EPZA)	✔ Most relevant variables are collected including demographics, migration and labour ✔ No evidence that data are checked for accuracy ✔ Data processing is not timely ✔ No evidence on use of classifications ✔ Data can be accessed on request ✔ No metadata is available ✔ Work permits data comparable to Labour, Youth, Employment and Persons with Disability Department

No	Data type	Name of Institution	Data quality Assessment
5.	Work Permits	Association of Tanzania Employers (ATE)	- Some relevant variables collected including demographics, migration, and labour - Data are checked for accuracy - Data processing is not timely - No evidence on use of classifications - Data accessed on request - No metadata is available - Work permits data comparable to Labour, Youth, Employment and Persons with Disability Department
6.	Police Clearance Certificates	Tanzania Police Force	- Most relevant variables collected - Data is checked for accuracy at the entry point. - Data processing is not timely - Data is accessed on special request and authority - No metadata but only guided procedures
7.	Number of Immigrants	Tanzania Immigration Department	- Most relevant variables collected including demographics and migration - Data are checked for accuracy at the entry point. - Data processing is not timely - Use sector instead of ISIC - No evidence of the use of other classifications - Data accessed on request - No metadata but only guidelines for visa and permit - Work permits data comparable to Labour, Youth, Employment and Persons with Disability Department
8.	Tanzanians abroad	PMO-LYED, ESU (TaESA) Public Employment Agency	- Most relevant variables collected including demographics, migration, and labour - Data are checked for accuracy - Data processing is not timely - Uses TASCO (nationally customised from the ISCO) and ISIC classifications - Data accessed on request - No metadata is available
9.	Tanzanians in the Diaspora	Ministry of Foreign Affairs and EAC – Diaspora Unit	- Most relevant variables not collected - Not clear if data are checked for accuracy - Data collection and processing not timely - There is no evidence of use of international standard classifications - Data not easily accessible - No metadata is available - Data may be compared to other regional desks at the Ministry
10.	Number of Internal and External recruitments	BRAVO Job Centre Agency Ltd	- Data are checked for accuracy - No metadata is available - Uses guidelines from the PMO –YEPD - Information verified including fingerprint from the Tanzania Police Force.

No	Data type	Name of Institution	Data quality Assessment
11.	Number of Immigrant Workers	National Social Security Fund (NSSF)	➤ Most relevant variables collected including demographics, migration, and labour ➤ Data are checked for accuracy ➤ Data processing is not timely ➤ No evidence on use of classifications ➤ Data access is for internal use ➤ No metadata is available
12.	Numbers of Refugees and Asylum Seekers	Relief to Development Society (REDESO)	➤ Most relevant variables collected including demographics, migration, and labour ➤ Data are checked for accuracy at the entry/exit point. ➤ Data processing fairly timely ➤ No evidence of the use of other classifications ➤ Data accessed on request ➤ No metadata is available ➤ Comparable to UNHCR norms

5.5. Reporting and data dissemination

The different institutions collect information for their own internal use, and only limited information is shared from administrative sources. Most of the data is used internally for the institutional reporting. Some summary information is made available to the public through monthly and annual reports, Newsletters or published on the institutions' websites. They are however limited in scope and level of disaggregation.

It is reported that there is no legal framework obliging the source institutions to share their data. Similarly, there is no central repository where government institutions deposit data for other government institutions to use¹³.

5.6. Major challenges and Proposed Mitigation Measures

The institutions reported several challenges including inadequate skill especially in data management and analysis, Inadequate IT capacity (hardware and software), and poor connectivity. There is also lack of IT infrastructure at some districts/ entry points. The details are shown in Table 6.4.

Legal and Institutional Frameworks

Each of these institutions uses different formats for data capture, storage and management, analysis and dissemination of data/information. They also use different tools, indicators, and other parameters for migration categorization. such a situation presents challenges to the efforts to consolidate information, and negatively impacting on efforts to utilise all the information in developing a national LMMIS.

¹³ Individual's information about movements and migration is considered confidential information in many instances therefore kept within the respective institutions collecting them.

Data Gaps

Table 5.4 shows the type of information currently being collected by the various sources. These include information about the numbers and socio-demographic characteristics of the Work Permit applicants, Immigrants and Emigrants, Tanzanians living abroad, Tanzanians working abroad, Number of externalised workers, and numbers of Refugees and asylum Seekers. However, the sources are not sufficient to generate a comprehensive profile of the state of international labour migration in Tanzania.

Some of the data gaps are:

1. There is no systematic system of collecting information about undocumented immigrants.
2. The Work-permit issuance system excludes seasonal labour immigrants from neighbouring countries.
3. Information from TaESA (Public Employment Agency) excludes persons leaving on their own i.e. not going thru a recruitment agency.
4. Information on remittances covers transfers made through formal institutions. It does not cover remittances through informal channels including person-to-person transfers.
5. For some of the sources, it was observed that there is no evidence on the use of standard classifications in the coding/categorisation of the information.

Skills/Technical Capacity

The human resources involved in labour migration data management have different qualification backgrounds for each administrative source. The Majority of however, have basic skills on ICT applications but limited to statistical analysis. There is a lack of skilled human resources to generate the desired statistics from administrative sources.

Data Sharing

At the moment, there is no central place where government institutions can deposit data for use by other institutions. Migration data is considered confidential information in many instances, therefore, kept within the respective institutions collecting them. All institutions collect their own data and some only seek confirmation from the Tanzania Immigration Department on the status of the immigrants.

Some institutions are formally obliged to share some of the information with the Tanzania Immigration Department. These include, PMO-LYED, TIC, EPZA, ATE, Tanzania Police Force-Clearance Certificates; President's Office, Public Service Management (PO-PSM), and National Identification Authority (NIDA). However, they do collect additional data for their own use. Most of the data is used internally for the institutional reporting.

In most cases, it is the data users the ones who deal with the analysis of the data and providing information to the public. For example, the Tourism Statistical Bulletin produces information on arrivals by country of origin and year, Bank of Tanzania produces Quarterly Economic Bulletin, the Association of Tanzania Employers produces an Annual Reports while the Tanzania Immigration Department produces the Immigration newsletter.

There is no clear mandate or requirement for dissemination of the information for public use. This arises from the fact that for the most part, these are aimed at producing individual statistics and reports for internal use.

Proposed Mitigation Measures

Considering the challenges being experienced, several mitigation measures are proposed. These include:

1. Enhance technical capacity and research capability of the various data sources. This would include boosting the capacity of the human resources for data management and analysis as well as acquisition of equipment for data management.

2. Further sensitisation of the diaspora to voluntarily register with the Tanzania missions abroad.
3. Review and revise the legal frameworks to support data collection and information sharing.
4. Compile diaspora remittance statistics through Household-based Remittance Surveys (RHS) in addition to the information obtained from the banking system.
5. Strengthen and maintain close collaboration between the Prime Minister's Office and other stakeholders, especially in the area of international labour migration.

Table 5.4: Summary of major challenges and proposed mitigation strategies

No	Information generated	Challenges	Proposed Mitigation Measures
1.	Work Permits by PMO- Labour, Youth, Employment and Persons with Disability Department	➤ Inadequate staff dedicated to IT and statistics ➤ Reporting module not ready.	➤ Recruit more staff ➤ Capacity development ➤ System documentation
2.	Work Permits by the President's Office, Public Service Management (PO-PSM)	➤ Lack of computer hardware, software and skills to capture and analyze data.	➤ enhancement of infrastructure and technical capacity to address the challenges
3.	Work Permits by the Tanzania Investment Centre (TIC)	➤ Dependent on functionality of Work permit system at PMO-LY-ED	➤ Strengthen and maintain close collaboration with PMO-LYED and other stakeholders
4.	Work Permits by the EPZA	➤ Dependent on functionality of Work permit system at PMO-LY-ED	➤ Strengthen and maintain close collaboration with PMO-LYED and other stakeholders
5.	Work Permits by the Association of Tanzania Employers (ATE)	➤ Inadequate IT equipment ➤ Financial inadequacy	➤ Capacity development
6.	Police Clearance Certificates by the Tanzania Police Force	➤ No access and connectivity to external criminal databases hence unable to get records from country of origin of immigrants	➤ Collaboration with external agencies dealing with criminal records
7.	Number of Foreign Nationals by the Tanzania Immigration Department	➤ Lack of infrastructure at some districts/ entry points. ➤ Office to accommodate data e-service ➤ Lack of facilities and equipment	➤ Enhancing staff skills in data analysis ➤ Infrastructure for ICT ➤ Procurement of ICT equipment for
8.	Tanzanians abroad by the PMO-LYED, ESU (TaESA) Public Employment Agency	➤ TaESA do not have a mechanism to collect information about persons who migrated to live and work abroad without going through the TaESA offices.	➤ Enhance technical capacity and research capability

No	Information generated	Challenges	Proposed Mitigation Measures
9.	Tanzanians in the Diaspora by the MoFAEAC	Low registration levels due to lack of trust by diaspora on security and confidentiality of personal information they provide.	Providing information to encourage the diaspora to voluntarily register with the Embassies and High Commissions
10.	Number of emigrants recruited by BRAVO Job Centre Agency Ltd	Inadequate human capacity for data management and analysis	Awareness program and capacity building
11.	Number of Immigrant Subscribers by the NSSF	Inadequate capacity in data analysis	Capacity development for staff involved in data analysis and management
12.	Remittances by Bank of Tanzania	The amount declared as remittance from diaspora covers all income from residents outside the country including personal transfers and compensation of employees collected through bank transfers and money transfer operators from the banking system. It also includes mobile money transfers.	Compilation of statistics on remittances from the diaspora using Remittance Household Surveys in addition to relying on the banking system alone
13.	Numbers of Refugees and Asylum Seekers by the Relief to Development Society (REDESO)	- Dependent on what data producers provide. - Timeliness of data is irregular. - The focal office in Ngara, Western part of Tanzania sometimes experiences a challenge of connectivity	Acquisition of electronic equipment and capacity to process data

5.7. Assessment of the capacity of the producer institutions

The key resources for data production are categorised into three broad groups namely human resources, physical infrastructure and financial resources. In general, the mapping exercise for administrative sources revealed that the institutions have limited resources and facilities for the collection, processing and analysis of labour migration data (Table 5.4).

The institutions reported lack of statistical expertise to analyse the information collected. This is mainly attributed to the fact that the information is collected primarily for administrative purposes, and the generation of statistics is a by-product of the process. Consequently, the information is sometimes incomplete, not updated or not produced and published in a timely, consistent, and useful manner.

Regarding physical infrastructure, Table 5.4 shows that lack of a structured database and lack of in-house IT infrastructure were major weaknesses experienced almost by all agencies reporting.

5.8. The National Labour Market Information System (NLMIS)

At the time of the study, the Prime Minister's Office was in the process of developing a Labour migration module in the National Labour Market Information System (NLMIS), whose information would be obtained from the other producers of labour market and migration information. It was a semi functional manual system being migrated to a computerized labour market information portal.

In 2021, the Prime Minister's Office - Labour, Youth, Employment and Persons with Disability initiated the development of an Employment Services Management System (EMIS). The main objective is to increase the accessibility of job seekers to employment services, and improve efficiency and accuracy in service delivery. the system has several modules:-

- Job seekers Registration Module
- Management of Private Recruitment Agencies module
- Cross-border placement module
- Vocational guidance and counselling module
- Internship Management Module
- Aptitude test module
- Module for conducting interviews
- Reporting Module.

5.9. Conclusion

There are several institutions in Tanzania that are involved in regular collection of migration-related information through administrative records. Most of the institutions do produce internal administrative reports but rarely share this information with other agencies. For some institutions, written permission is required to access migration-related data or information.

At the institutional level, migration data is frequently protected within the traditional security agenda and most of the data are not shared. This is attributed to the fact that institutions view the migration data they collect as confidential and the guidelines on data sharing are usually lacking.

In most cases, the migration-related data are not tabulated and analysed in sufficient detail to inform national policy development or planning regarding labour migration, as opposed to the modern standpoint of its positive impact on development. It would be ideal for the government in future to establish a framework for data sharing between institutions.

The Prime Minister's Office - Labour, Youth, Employment and Persons with Disability initiated the development of an Employment Services Management System (EMIS) whose objective is to increase accessibility of job seekers to employment services, improve efficiency and accuracy in service delivery. In addition, the Prime Minister's Office is in the process of developing a labour migration module in National Labour Market Information System (NLMIS), whose information would be obtained from the other producers of labour market and migration information. It is hoped that after the two systems are completed, Tanzania will have an up to date and reliable source of information on international labour migration.



▶ 6

Recommendations

References

Appendices

► RECOMMENDATIONS

A. Data Collection

1. The 2022 population census and Integrated Labour Force Survey (ILFS) 2020/21 did not collect information on Tanzanians living in the diaspora.

Recommendation: Future Censuses/surveys should make efforts to collect more information about emigrants, their personal characteristics at the time of departure and those relating to their mobility.

2. The stock of immigrants is small compared to the total population of the country (less than 2 percent). It is also known that immigrants are not randomly distributed across the country. This makes it difficult to capture such a population with a reasonable level of accuracy in a general sample household survey.

Recommendation: The design for sample household surveys should be able to capture international labour migrants and their characteristics with acceptable levels of accuracy, but without losing the original focus of the survey.

3. Some immigrants not staying in private households. They tend to live in small, isolated pockets such as refugee camps and workers camps. However, the common practice is to exclude such areas from the sample household surveys. In case of population censuses, they are enumerated with short questionnaires, which tend to have fewer questions.

Recommendation: Population censuses should enumerate all populations including population living in private households and group quarters using a single form which has the core questions relating to international migration and economic activities.

4. Mobility and migration are continuous processes, yet population censuses/surveys are undertaken after long intervals (3 – 5 years for sample household surveys and 10 years for population censuses). Therefore, there is a likelihood of cases of labour mobility/migration which may not be captured by censuses/surveys programme.

Recommendation: The National Bureau of Statistics should put in place measures to increase the frequency of collection of reliable information about labour mobility/migration through sample household surveys. The National Bureau of Statistics should also explore the possibility of obtaining information on international labour migration from other surveys without compromising the original objectives of the surveys.

5. Population censuses are a basis for the construction of sampling frames which are used by sample household surveys. However, these are usually limited to a few variables for identification of the total population/number of households and their location.

Recommendation: The National Bureau of Statistics should create a sampling frame with sufficient information to support the development of survey samples that adequately capture migrants in the sending/ receiving areas.

B. Data/Information Management

6. There are several institutions in Tanzania that collect information relating to international labour migration. However, this information is not collated and/or analysed. This is mainly attributed to limited skills in data production and management.

Recommendation: The United Republic of Tanzania should enhance the technical capability of the institutions to generate labour migration data/statistics from administrative records. Specifically, to:

- Develop an information management system that allows electronic data sharing among institutions involved in the compilation of information on labour migration data.
- Provide support to enhance the digital capability among producers of data/information on international labour migration.
- Establish data management systems that are inter-operable between systems/institutions to ease sharing of information between the different systems of the administrative sources.
- Digitization of Labour migration data collection services and processes for efficiency and effectiveness under one entity
- Expedite finalisation of the National Labour Market Information System (NLMIS) and integration of labour migration data from different sources.

C. Data Analysis, Sharing and Dissemination

7. Data on economic activities in the Tanzania 2012 Population Census was collected and analysed using 'nationally adopted' international classifications on education and occupations (ISCED and ISCO respectively) to take care of the unique national phenomenon.

Recommendation: While maintaining national uniqueness, the Tanzania National Bureau of Statistics should ensure that the coding and analysis of information relating to the labour force characteristics should be in line with the international classifications.

8. International labour migration has not been prioritized in the analysis of information from population censuses and sample household surveys.

Recommendation: The National Bureau of Statistics should prioritize the tabulation and analysis of data from population censuses and sample household surveys to generate information relating to international labour migration. The NBS should cross-tabulate and publish results from censuses and surveys by migration status and economic activity characteristics.

9. There is limited sharing and hence use of migration-related information from administrative sources. This is partly because the custodians of the information have the obligation to protect the confidential information about their clients.

Recommendation: The National Statistical System should develop clear guidelines and procedures that allow institutions to differentiate confidential information from data that can be made available publicly, and the latter should be disseminated to the general users.

10. Dissemination of the information in some cases is not user-friendly with some data/information being availed only in printed format. This greatly inhibits the wide dissemination of data and reduces the potential for further analysis.

Recommendation: The data producers should adopt a multi-media approach to ensure that the users have access to their products.

D. Institutional capacity building

11. Technical capacity for data production varies widely between institutions. Most of the institutions collecting information on international labour migration from administrative records reported limited human resource capacity for data production.

Recommendation: The Infrastructure and Institutional Development component of the Tanzania Statistical Master Plan (TSMP) II should be expanded to strengthen the human resource capacity (with respect to numbers and skills) in the production, management, analysis, and dissemination of labour migration data/ statistics from administrative sources.

This could be achieved through a collaborative effort between the affected institutions and the National Bureau of Statistics. Further, the National Bureau of Statistics should develop training materials to support on-job short term training of staff in various aspects of labour migration data management.

E. Coordination and Sustainability

F. The data production processes are not adequately coordinated. Subsequently, the data are not adequately shared and/or disseminated.

Recommendation: There is a need to establish a 'National Coordination Mechanism' for labour Migration data management to enhance coordination in the compilation, production and use of Labour migration data.

12. Many administrative sources reported lack of adequate funding for statistical production.

Recommendation: The Government budgeting process should set aside an adequate budgetary provision to sustainably support the generation of labour migration data.

G. Process related issues

13. The assessment of the administrative sources was carried out between January and April 2022. Due to the time constraints, the International Labour Organization (ILO) was not able to conduct a comprehensive data source mapping and institutional capacity assessment.

Recommendation: The Tanzania National Bureau of Statistics should continue the process by conduct a more extensive and in-depth assessment of key sources of administrative data on international labour migration in order to fulfil the objectives of the study, and build upon the progress made by the ILO.

► References

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5. United Republic of Tanzania (2014), 2012 Population and Housing Census – Basic Demographic and Socio-economic Profile
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8. United Republic of Tanzania (2015), Tanzania Mainland Integrated Labour Force Survey 2014, Analytical Report
9. United Republic of Tanzania (2019), The Statistics Act (Cap 351)
10. United Republic of Tanzania (2021), Integrated Labour Force Survey 2014, Key Labour Market Indicators for the United Republic of Tanzania
11. The United Republic of Tanzania (2022), 2022 Population and Housing Census - Age and Sex Distribution Report - Key Findings



► Appendices

Appendix 1: Individuals and institutions which contributed to this Report

The International Labour Organisation (ILO) wishes to acknowledge the various institutions that provided information that was used to compile this report. These include Government Ministries and Departments, Private agencies and international organisations as listed below.

1. Tanzania National Bureau of Statistics
2. Prime Minister's Office - Labour, Youth, Employment and Persons with Disability Department
3. Prime Minister's Office - Employment Service Unit (TaESA),
4. Prime Minister's Office - Labour Market Information Section
5. President's Office - Public Service Management (PO – PSM)
6. Ministry of Home Affairs (MOHA) – Tanzania Immigration Department
7. Ministry of Foreign Affairs and East African Cooperation
8. National Identification Authority (NIDA)
9. Tanzania Investment Centre (TIC)
10. Export Processing Zone Authority (EPZA)
11. Bank of Tanzania
12. National Social Security Fund (NSSF)
13. Tanzania Police Force
14. Association of Tanzania Employers (ATE)
15. Relief to Development Society (UNHCR agent for refugees)
16. BRAVO Job Centre Agency Ltd

The ILO further wishes to acknowledge Focal persons, Mr. Hashim Njowe (of the NBS), the Consultant (Mr. Enock Kibendela) and the respondent Institutions.

Appendix 2: Concepts and definitions on International Labour Migrations

The International Labour Organisation, UN Department of Economic and Social Affairs and the United Nations High Commission for Refugees have developed standard international definitions of concepts relating to international labour migration. These are summarised in Table 1.2.

Table A2.1: International Concepts and definitions

Concept	International Definition	Source Institution
Resident population	Persons who are usual residents of the country, regardless of sex, national origin, citizenship or geographic location of their place of work	UN DESA
Usual residents	A person that has lived in a place continuously for most of the last 12 months (that is, for at least six months and one day), not including temporary absences for holidays or work assignments, or intends to live for at least six months NB: The definitions are country specific, but use of a threshold of 12 months is recommend	UN DESA
Not usual residents	Persons who, during a specified reference period, were present in the country at the time of the census but were not usual residents of the country.	UN DESA
Foreign born population	Persons who have the country of enumeration as the country of their usual residence but whose place of birth is located in another country	UN DESA
Foreign population	Persons who do not have citizenship of the country of their usual residence.	UN DESA
Return international migrants	Current residents of the country who were previously international migrants in another country or countries	UN DESA
International migrant	Any person who changes his or her country of usual residence.	UN Handbook on Measuring International Migration through Population Censuses
Return migrant	Citizens of the country of enumeration who emigrated and subsequently came back to live in the country. NB: Returning foreigners, however, are not included.	UN Handbook on Measuring International Migration through Population Censuses
Refugees	People who cannot return to their country of origin because of a well-founded fear of persecution, conflict, violence, or other circumstances that have seriously disturbed public order, and who, as a result, require international protection.	UNHCR
Asylum seekers	An asylum-seeker is someone whose request for sanctuary has yet to be processed.	UNHCR
International labour migration	All movements that cross international borders & involve a labour force attachment in/to the country of destination	20th ICLS

Concept	International Definition	Source Institution
International Migrant Worker	International migrant workers - all persons of working age present in the country of measurement who are in one of the following two categories: ■ Usual residents: international migrants who, during a specified reference period, were in the labour force of the country of their usual residence, either in employment or in unemployment ■ Not usual residents, or non-resident foreign workers: persons who, during a specified reference period, were not usual residents of the country but were present in the country and had labour attachment to the country, i.e. were either in employment supplying labour to resident producer units of that country or were seeking employment in that country. NB: International migrant workers include person who change their place of usual residence, because they migrate for 12+ months or longer, as well as international workers that travel for short periods of time, including seasonal international workers, border workers, etc.	ILO
For-work International Migrants	All international migrants covering category as well as not usual residents, who entered the country of measurement during a specific reference period for the purpose of undertaking or seeking employment and whose intention was documented or declared at the time of entry to the country.	ILO
Return International Migrant Workers	All current residents of the country who were previously international migrant workers in another country or countries.	ILO

Appendix 3: Comparison of the ISCED-93 and the Tanzania Classification of Education in the 2022 Population and Housing Census

ISCED 2011 Code and Description	Tanzania 2022 Population and Housing Census	
	Code	Description
X. No schooling	00	Pre-primary
0. Early childhood education		
1. Primary education	01	Standard 1
	02	Standard 2
	03	Standard 3
	04	Standard 4
	05	Standard 5
	06	Standard 6
	07	Standard 7
	08	Standard 8
2. Lower secondary education	09	Form 1
	10	Form 2
	11	Form 3
	12	Form 4
3. Upper secondary education	13	Form 5
	14	Form 6
6. Bachelor's or equivalent level	15	University and other related
7. Master's or equivalent level		
8. Doctoral or equivalent level		
5. Short-cycle tertiary education	16	Training after Primary Education
4. Post-secondary non-tertiary education	17	Training after Secondary Education
9. Not elsewhere classified	18	Pre-Form one
	19	Unit (People with mental disabilities/mental health disabilities)

Appendix 4: Tools used for the Mapping and Assessment of the Data Sources

A4.1: Questionnaire used for Assessment of Population Censuses

Date Item	Elaboration	What ILO has collected from the country	New data based on the latest information ¹⁴
Date data was provided			
A. Identification			
Country			
Title of latest Census			
Year of last Census			
Agency responsible			
Website			
B. Identification of respondent			
Person completing this section/tab			
Position or job title			
E-mail			
Telephone			
C. Coverage			
C1. Geographical coverage			
Whole country			
Part of the country, specify			
C2. Units of enumeration			
Person			
Household			
Population collective living quarters			
Building			
Living quarters			
D. Periodicity			
Every 10 years			
Other, specify			
D1. Enumeration was:			

Date Item	Elaboration	What ILO has collected from the country	New data based on the latest information ¹⁴
<i>De facto</i> – enumeration of individuals as of where they are found in the census, regardless of where they normally reside.			
<i>De jure</i> – enumeration of individuals as of where they usually reside, regardless of where they are on census day.			
Both (<i>De facto</i> and <i>De jure</i>)			
D2. National definition of usual residence			
6+ months,			
12+ months			
E. Population coverage - Does the population census obtain data on the following groups?			
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals living abroad (excluding temporary absence for travel, visiting, shopping, business, etc)			
Nationals (citizens) living and working abroad (excluding temporary absence for travel, visiting, shopping, business, etc)			
Foreigners (non-citizens) living in the country, even if arrived recently (excluding temporary absence for travel, visiting, shopping, business, etc)			
Foreign workers (non-citizens) living in the country			
Refugees			
Asylum seekers			
Nomads			
Other foreigners (non-citizens)			
Relevant labour migration topics covered in the last census			

Date Item	Elaboration	What ILO has collected from the country	New data based on the latest information ¹⁴
<i>The population census obtains data on the following:</i>			
Demographics			
Age			
Sex			
Marital status			
Educational attainment			
Household size			
International migration			
Country of birth			
Country of citizenship			
Second country of citizenship			
Country of previous residence -for foreigners			
Country of previous residence for citizens who lived abroad but returned			
Does the Census ask about household members who left to live, work or study abroad for at least 6 months or 12 months?			
last 6 months			
last 12 Months			
Other			
No			
Does the census include questions on labour market status			
Employment status			
Occupation			
Industry/Economic sector			
Status in employment			
Individually earnings per month			
Disability			
Age coverage for the above questions			

Date Item	Elaboration	What ILO has collected from the country	New data based on the latest information ¹⁴
Does the Census questionnaire include questions to enquire about money sent or received by the household from someone living abroad, whether previous member of the household or not?			
Remittances sent (whether household sent money to person living abroad)			
Remittances received (whether anyone has received money from anyone abroad)			
Reference period for remittances (e.g. in the past 12 months)			
Information on immigrants and return migrants			
Classification used (Please enter the relevant classification used)			
Occupation - ISCO-68, ISCO-88, ISCO-08, National adaption of ISCO, Other specify			
Industry - ISIC Rev 2, ISIC Rev 3, ISIC Rev 4, NACE, NAICS, National adaption of ISIC, Other, specify			
Status in employment - ISCE-1958, ISCE-1993, National adaptation, Other, specify			
Education status - ISCED-1997, ISCED-2011, ISCED-2013, National adaptation of ISCED, Other, specify			
Method of data collection			
PAPI -Face to face using paper questionnaire			
CAPI -Face to face using computer/tablet			
CATI -telephone interview by enumerator with data recorded on the computer			
Telephone interview by enumerator completed on a paper questionnaire			
CAWI -Self-administered online (web) census questionnaire			

Date Item	Elaboration	What ILO has collected from the country	New data based on the latest information ¹⁴
Self-administered mail questionnaire (household receives the questionnaire by mail and returns it by mail)			
Administrative sources			
Other, specify			
Data dissemination			
Printed publication			
Electronic format			
Website (please specify the website)			
Other, specify			
None to date - expected release			
Metadata			
Has metadata been published on the census			
Microdata files			
Are microdata files or a representative sample available for research and analysis outside the NSO/agency conducting the census?			
Are there any limitations to accessing the microdata files?			
Cost of obtaining microdata			
M. Concepts and definition			
<i>Please insert the definition of the following terms used by the institution for this data source</i>			
International migrant			
Return migrant worker			
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals (citizens) living abroad			

Date Item	Elaboration	What ILO has collected from the country	New data based on the latest information ¹⁴
Nationals (citizens) living and working abroad			
Foreigners (non-citizens) living in the country			
Foreigners (non-citizens) living and working in the country			
Refugees			
Asylum seekers			

Thank you very much completing this questionnaire

A4.2: Questionnaire used for Assessment of Sample Household Surveys

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
<i>Date data was provided</i>			
<i>A. Identification</i>			
Country			
Title of latest household surveys			
Year of last household survey			
Agency responsible			
Website			
Periodicity of data collection			
<i>B. Identification of responsible persons</i>			
<i>Person completing this section/tab</i>			
Name and surname			
Position or job title			
Telephone			
E-mail address			
<i>Manager/responsible person</i>			
Name and surname			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
Telephone			
E-mail address			
<i>Subject-matter specialist</i>			
Name and surname			
Telephone			
E-mail address			
<i>Statistician</i>			
Name and surname			
Telephone			
E-mail address			
<i>Other responsible person</i>			
Name and surname			
Position			
Telephone			
E-mail address			
<i>C. Coverage</i>			
<i>C1. Geographical coverage</i>			
Whole country			
Parts of the country, specify			
<i>C1. Target population</i>			
e.g. usual residents			
<i>C2. Define the target population as indicated above</i>			
e.g. people 15 years and permanently residing in private homes located within each domain of study at the time of the survey.			
<i>D. Periodicity of data collection</i>			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
Monthly			
Quarterly			
Annual			
Irregularly			
Other, specify			
<i>E. Sample design</i>			
<i>E1. The sample frame used to develop the sample is:</i>			
Population census			
Area sample			
Previous sample of the same survey (panel survey)			
Administrative register (please specify)			
Other, (please specify)			
<i>E2. When was the last update on the frame used?</i>	enter year (YYYY)		
<i>E3. Is new listing of households conducted to reflect migration, births, deaths and to maintain the frame before selection of the final sample</i>			
Yes			
No			
<i>E4. Is the sample designed to improve coverage or allow coverage on international migrants, migrant sending areas or refugees?</i>			
Yes			
No			
<i>E5. What is the sampling unit covered:</i>			
Private households,			
Collective households,			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
Worker camps			
Individuals			
Other, specify			
<i>E6. What is the completed sample size</i>			
Total households			
Total individuals			
Emigrants			
Immigrants			
Return migrants			
<i>F. Does the survey obtain data on the following topics?</i>			
Country of birth			
Country of citizenship			
Nationality			
Foreign workers in the country			
Household (former) members living abroad			
Country of origin			
Remittances (cash transfers) received from anyone abroad or sent to any absent (former) household member living abroad			
NB: If No to ALL the questions above please End			
<i>G. Relevant labour migration topics covered in the household survey</i>			
G. The household survey questionnaire obtains data on the following topics:			
<i>G1. Demographics</i>			
Age			
Sex			
Marital status			
Educational attainment			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
<i>G2. International migration</i>			
Country of birth			
Country of citizenship			
Second country of citizenship			
Country of previous residence -for foreign-ers/			
Country of previous residence for citizens who lived abroad but returned			
<i>G3. Does the survey include questions on labour market status of the working age population (15+)</i>			
Employment status			
Occupation			
Industry/Economic sector			
Status in employment			
Individually earnings per month			
Wages or earnings per time period (hourly, daily, weekly, yearly)			
Hours usually worked			
<i>G4. Does the household survey questionnaire include questions to enquire about money sent or received by the household from someone living abroad, whether previous member of the household or not?</i>			
<i>G5. Information on immigrants and return migrants</i>			
<i>H. Classification used (Please enter the relevant classification used)</i>			
Occupation			
Industry			
Status in employment			
Education status			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
<i>I. Method of data collection</i>			
PAPI -Face to face using paper questionnaire			
CAPI -Face to face using computer/tablet			
CATI -telephone interview by enumerator with data recorded on the computer			
Telephone interview by enumerator completed on a paper questionnaire			
CAWI -Self-administered online (web) census questionnaire			
Self-administered mail questionnaire (household receives the questionnaire by mail and returns it by mail)			
Administrative sources			
Other, specify			
<i>J. Is participation by households compulsory</i>			
<i>K. Data dissemination</i>			
Printed publication			
Electronic format			
Website (please specify the website)			
Other, specify			
None to date - expected release			
<i>L. Metadata</i>			
Has metadata been published on the household survey			
(e.g. main purpose, sampling frame, sampling design, definition used, non-response, sample sizes, sampling weights, reports/publications to date from the survey, etc.)			
<i>M. Microdata files</i>			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
Are microdata files or a representative sample available outside the NSO/agency conducting the census?			
Are there any limitations to accessing the microdata files?			
Cost of obtaining microdata			
<i>N. Evaluation of response rate</i>			
<i>O. Concepts and definition</i>			
Please insert the definition of the following terms used by the institution for this data source			
International migrant			
Return migrant worker			
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals (citizens) living abroad			
Nationals (citizens) living and working abroad			
Foreigners (non-citizens) living in the country			
Foreigners (non-citizens) living and working in the country			
Refugees			
Asylum seekers			

Thank you very much completing this questionnaire

A4.3: Questionnaire used for Assessment of Administrative Sources

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
A. IDENTIFICATION OF DATA			
A1. Date data was provided	(dd/mm/yyyy)		
A2. Identification of data sources			
Country			
Title of administrative source			
Agency/Institution responsible			
Unit in charge of the administrative sources			
Unit performing statistical processing			
Website			
Periodicity of data collection			
A3. Identification of responsible persons			
Person completing this section/tab			
Name and surname			
Position or job title			
Telephone			
E-mail address			
Manager/responsible person			
Name and surname			
Telephone			
E-mail address			
Subject-matter specialist			
Name and surname			
Telephone			
E-mail address			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
Statistician			
Name and surname			
Telephone			
E-mail address			
Other responsible person			
Name and surname			
Position			
Telephone			
E-mail address			
B. CHARACTERISTICS OF THE ADMINISTRATIVE SOURCE			
Purpose of the administrative source			
Main users			
Start of registration (year)			
Years when the administrative source was not operational			
C. SOURCES OF INFORMATION			
C1. What kind of administrative source is this?			
Continuous population register			
Register of migrant(foreign) workers			
Register of national issued work permits to work abroad by country of work			
Register of foreigners/ non-citizens			
Register of work permits issued to foreign workers			
Register of residence permits			
Social security registration system			
Data from private employment services on foreign workers			
Data from government /public employment services on foreign workers			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
Border registration			
Other, please specify			
C2. The administrative source's data is obtained from :			
Persons			
Companies			
Other centralised administrative register(s)			
Other decentralised administrative source(s), please specify			
Other sources, please specify			
C3. Operation of the administrative data source			
Registration is compulsory			
Registration is free of charge			
Register is used to record additions only			
Register is used to record renewals only (e.g. work permits, residence permits)			
Register is use to record additions and deletion (closures)			
Register is used to record additions, deletions and modifications			
Data collected is verified with supporting documents			
Data is validated with identity of the provider			
Data is recorded without the need for verification			
C4. Which means are used to obtain data to administrative source?			
Printed forms			
Electronic form			
Excel Template			
Mobile device capture			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
Telephone			
E-mail address			
Online service (website, application)			
Other (specify)			
C5. Data entry and storage			
The data is obtained from another administrative source			
Data are recorded on paper forms and are not stored in computer files or databases.			
Data are entered by typing, reading or scanning.			
Data are entered in each of the decentralized offices.			
Data are entered centrally			
Data are entered into electronic forms on a website.			
Data are stored in spreadsheets			
The Register is organised in a systematic way in files			
The Register is organised in a database, with easy access to retrieve information for statistical purposes.			
D. COVERAGE			
D1. Geographical coverage			
Whole country			
Parts of the country			
D2. Population coverage			
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals (citizens) living abroad			
Nationals (citizens) living and working abroad			
Foreigners (non-citizens) living in the country			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
Foreigners (non-citizens) living and working in the country			
Refugees			
Asylum seekers			
Other foreigners (non-citizens) <i>please specify</i>			
D3. Age coverage			
All ages			
Other, please specify			
E. TOPICS COVERED BY THE SOURCE			
E1. Demographics			
Age			
Sex			
Marital status			
Educational attainment			
E2. Migration related characteristics			
Country of birth			
Country of citizenship			
Second country of citizenship			
Country of previous residence -for foreigners/			
Year of arrival			
Expected duration of stay			
Time-period allowed to stay (e.g. if work permit)			
Reason for coming to the country (if foreign immigrant)			
Year of departure (for those leaving)			
Reason for departure			
Destination country			
Other (<i>please specify</i>)			

Data Item	Elaboration	What ILO has collect- ed from the country	New data based on the latest infor- mation
E3. Does the Labour related characteristics			
Employment status			
Occupation			
Industry/Economic sector			
Status in employment			
Individually earnings per some time period			
F. CLASSIFICATION USED (Please enter the relevant classification used)			
Occupation - ISCO-68, ISCO-88, ISCO-08, Na- tional adaption of ISCO, Other specify			
Industry - ISIC Rev 2, ISIC Rev 3, ISIC Rev 4, NACE, NAICS, National adaption of ISIC, Other, specify			
Status in Employment - ISCE-1958, ISCE-1993, National adaptation, Other, specify			
Education Status - ISCED-1997, ISCED-2011, ISCED-2013, National adaptation of ISCED, Other, specify			
I. Data dissemination (Check all that apply)			
Printed publication			
Electronic format			
Website (please specify the website)			
Other, specify			
None to date - expected time of availability			
J. Metadata			
Has the metadata ¹⁵ on this type of administra- tive source been prepared and disseminated			
K. Microdata files			
Are microdata files or a representative sample available for research and further analysis from your agency for this administrative source?			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
Who has access to the microdata files?			
Ministry staff			
Other government units			
Researchers			
Public			
Other, specify			
Are there any requirements to access the microdata files?			
Yes, please specify,			
No			
L. QUALITY ASSESSMENT			
L1. Quality control			
The number of registered units is compared to:			
Administrative source's data in previous periods			
Statistics from censuses and/or surveys			
It is verified that all units have a valid identification variable.			
Checks for duplicate units are carried out			
All units in the register/data source are checked to ensure that they have information on the main variables			
The frequency distributions of the variables are reviewed.			
Variations from previous periods are reasonable or can be explained by known facts or situations			
Periodicity of quality controls			
(D - Daily, W - Weekly, M = Monthly, Q - Quarterly, A = Annually, N/C = No controls).			

Data Item	Elaboration	What ILO has collected from the country	New data based on the latest information
L2. Documentation - Please attach the documents with the data model and the dictionary or provide an URL where they can be found.			
A manual with instructions for registration is available.			
A manual for quality control of the Register/ data source is available.			
There is a document with the dictionary of variables			
The dictionary of variables is available for users			
Changes and updates are documented in a timely manner			
The information about the data (metadata) is documented.			
Metadata is documented applying an international standard.			
Which standard? _____			
M. Concepts and definition			
<i>Please insert the definition of the following terms used by the institution for this data source</i>			
International migrant			
Return migrant worker			
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals (citizens) living abroad			
Nationals (citizens) living and working abroad			
Foreigners (non-citizens) living in the country			
Foreigners (non-citizens) living and working in the country			
Refugees			
Asylum seekers			
Thank you very much completing this questionnaire			

A4.4: Questionnaire for Top Management of the Data Sources

Stakeholders' Opinion to Improve Labour Migration Data Management

This set of questions will be administered to high level officials of the respective institutions considered to have a stake in policy development and decision making.

A. NAME OF INSTITUTION:

B. LOCATION OF INSTITUTION:

C. ADDRESS OF INSTITUTION:

D. NAME OF RESPONDING OFFICIAL:

E. POSITION OF RESPONDING OFFICIAL:

F. CONTACTS OF RESPONDING OFFICIAL:

Q.1 Factors to harmonize and promote data reliability

Reliable Labour Migration statistics are a keystone for responsive labour migration policy formulation and implementation. Most of the studies by ILO reveal that data management is a challenge to many countries including Tanzania.

From your experience, what would be the way forward to address such anomaly?

(Kindly indicate in terms of importance by ticking [✓] the respective boxes under each proposal, as follows)

1 Not preferable 2 Less Preferable 3 Preferable 4 Very Preferable 5 No Comments

S/N	Proposed mechanism	1	2	3	4	5
1	Establishing a National Coordination Mechanism for Migration					
2	Establishing a database system linked to other institutions of Government					
3	Establishing an institutional framework to coordinate data collection from all institutions and or agencies dealing with migrationrelated matters in the country.					
4	Digitize Labour migration data collection services and processes for efficiency and effectiveness of the departments under the Ministry of Home Affairs while working for National Government Coordination					

S/N	Proposed mechanism	1	2	3	4	5
5	Digitize Labour migration data collection services and processes for efficiency and effectiveness of the departments under the Ministry responsible for Labour while working for National Government Coordination					
6	Digitize Labour migration data collection services and processes for efficiency and effectiveness of the departments under the National Bureau Statistics (NBS) Ministry of Home Affairs while working for National Government Coordination.					
7	Integrate labour migration data from different sources in the National Labour Market Information System (NLMIS)					
8	Digitize Labour migration data collection services and processes for efficiency and effectiveness of the departments under the Ministry of Labour (Labour Commission office while working for National Government Coordination.					
9	Other (Specify):					

Q.3 An ideal body to integrate/coordinate labour migration statistics in Tanzania

Various studies carried out by ILO and IOM have pointed out that, each country has different sources and different formats of migration data. Tanzania has more than 20 institutions that inclusively deal with labour migration statistics. This accounts to the existing challenge in collection, processing, analysis, dissemination and coordination

In your views which of the following institutions is an ideal one to integrate different Labour Migration data into a single database to address the said challenges.

(Kindly indicate level of relevance by ticking [✓] the respective boxes under each proposal, as follows)

1	Not Relevant	2	Less Relevant	3	Relevant	4	Very relevant	5	No Comments			
S/N	Proposed							1	2	3	4	B
1	Ministry responsible for Labour matters											
2	National Bureau of Statistics (NBS)											
3	Ministry of Home Affairs (Immigration Department											
4	A neutral body established to consolidate and disseminate labour migration data											
5	Other specify											

Policy, Legislation and Protocols Governing Labour Migration Data Management.

Q4.	Does your data dissemination policy allow sharing, even, on request only, of raw data files? If Yes, what are the conditions to access raw data?	Yes = 1 No = 2 If Yes, 1) 2) 3)
Q5.	Currently, are there labour migration data gaps in your department / institution considered for investing resources to ensure gap filling	Yes = 1 No = 2 If Yes, 1) 2) 3)
Q6.	In your view what type of investments need to be put in place?	Pertinent human resource in this department/ institution 1 Financial resources in this department/ institution 2 Both human and financial resources in this department/ Institution 3 Investing in increased institutional collaboration with pertinent public sector offices 4 Other 9
Q7.	Please mention, in your view the departments/institutions you consider necessary to be in such arrangement	1 2 3
Q8.	Which are the departments / institutions acting as your main source of labour migration statistics	1 2 3
√		

Q9.	Is there any legislation and/or protocol governing existing procedures in migration data management?	Yes = 1 If Yes, request to get a copy No = 2			
Q10.	In your view s the labour migration data accessible to your department / institution complete for you purposes?	Yes = 1 GO TO Q11. No = 2 GO TO Q12.			
Q11.	In your view what is the quality of Labour Migration data. Area of quality a) Timeliness b) Accuracy c) Completeness	Status - tick () where appropriate			
		Very Good	Good	Average	Poor
Q12.	Please list the data gaps	1			
		2			
		3			
Q13.	Please list the priority labour migration statistics required by your organization in order of importance.	1			
		2			
		3			
Q14.	Please mention any other issues you consider to be relevant to labour migration management.	1			
		2			
		3			





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