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SPECIAL SUPPLEMENT

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LABOUR INSTITUTIONS ACT,
(CAP. 300)

ORDER

(Made under section 39(1))

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

Citation and
commencement

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

Application

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

Interpretation

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

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

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

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

Persons
enjoying better
terms

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

Revocation
GN. No.
687 of 2022

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

FIRST SCHEDULE

(Made under paragraph 4(1))

SECTORS AND AREAS TO BENEFIT FROM MINIMUM WAGE

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

SECOND SCHEDULE

(Made under paragraph 4(3))

MINIMUM WAGE RATES

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

Labour Institutions (Minimum Wage for Private Sector)

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

Labour Institutions (Minimum Wage for Private Sector)

GN. NO.605A (Contd.)

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

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

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

Labour Institutions (Minimum Wage for Private Sector)

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

Dodoma,
23th September, 2025

RIDHIWANI J. KIKWETE
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