# NEW MINIMUM WAGE ORDER

## Announced for the Private Sector





The Minister of State in the Prime Minister's Office (Labour, Youth, Employment and Persons with Disability) has published a new order on minimum wages for the private sector.

The new order, called **the Labour Institutions (Minimum Wage for Private Sector) Order, 2025**, was published on 13th October 2025 under Government Notice No. 605A. It will officially take effect on 1st January 2026.

This new order revokes the previous minimum wage order issued in 2022 (Government Notice No. 687).

## **KEY HIGHLIGHTS OF THE NEW ORDER FOR EMPLOYERS:**

## 1. Specific Minimum Wages Introduced.

Employers must ensure that no employee is paid below the new prescribed minimum wage for their sector. Higher salaries may still be offered.

## 2. Mandatory Wage Adjustments

Employers currently paying below the new rates (outlined in the Second Schedule of the Order) are required to adjust salaries by 1st January 2026 to comply with the law.

## 3. Allowances Still Apply

Employees remain entitled to any additional allowances agreed upon with their employer.

#### 4. Leave Travel Assistance

Employees must be provided with leave travel assistance once every two years if they have served continuously with the same employer.

#### 5. Subsistence Allowance

Employees working outside their usual station are entitled to a subsistence allowance, as per mutual agreement.

## 6. Truck Driver Benefits

Truck drivers are entitled to allowances covering mileage, extended stays away from their base, and loading and unloading duties. These are to be agreed upon between the employer and the driver.

## 7. Preservation of Better Terms

Employers who were already offering higher wages or more favorable conditions than those set in the Order must continue to do so for current employees

## NEW MINIMUM WAGES RATE PER MONTH

S/No	SECTOR	WAGE
1	<ul> <li>Agricultural Sector</li> <li>Crop or animal production and undertaking or activities related to agriculture</li> <li>Forestry and deforestation of trees</li> <li>Fishing and fish farming or aquaculture</li> </ul>	TZS 175,000 TZS 185,000 TZS 300,000
2	<ul> <li>Health Sector</li> <li>Hospital</li> <li>Health Centre</li> <li>Polyclinic</li> <li>Dispensary;</li> <li>Pharmacy</li> </ul>	TZS 250,000 TZS 240,000 TZS 240,000 TZS 230,000 TZS 240,000
3	<ul> <li>Communications Sector</li> <li>Programme, advertising and media</li> <li>Telecommunication services;</li> <li>Call Centre</li> </ul>	TZS 289,000 TZS 644,000 TZS 380,000
4	<ul> <li>Domestic Work or Services</li> <li>Domestic workers employed by diplomats and major businessmen</li> <li>Domestic workers employed by entitled officers</li> <li>Domestic workers who do not reside in the household of the employer, other than those employed by diplomats, major businessmen and entitled officers;</li> <li>Other domestic workers other than those specified in subparagraphs</li> </ul>	TZS 328,000  TZS 265,000  TZS 160,000  TZS 80,000
5	Private Security Services  • International companies  • Domestic companies	TZS 292,000 TZS 197,000

6	<ul> <li>Hotel and Hospitality Services</li> <li>Five star and four-star hotels</li> <li>Three-star hotels;</li> <li>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;</li> <li>Tourist luggage porter;</li> <li>Tour guide;</li> <li>Hunting and related activities.</li> </ul>	TZS 375,000 TZS 225,000 TZS 195,000 TZS 225,000 TZS 320,000 TZS 200,000
7	<ul><li>Energy sector</li><li>• International companies</li><li>• Domestic companies</li></ul>	TZS 765,900 TZS 297,000
8	<ul> <li>Transport and shipping sector</li> <li>Aviation services</li> <li>Freight clearing and forwarding</li> <li>Inland transport services</li> <li>Postal services and courier services</li> </ul>	TZS 498,000 TZS 464,000 TZS 398,500 TZS 287,500
9	<ul> <li>Construction Sector</li> <li>Contractors Class I</li> <li>Contractors Class II – IV</li> <li>Contractors Class V-VII.</li> </ul>	TZS 515,000 TZS 464,500 TZS 398,500
10	<ul> <li>Mining Sector</li> <li>Mining and prospecting minerals</li> <li>Primary mining licence</li> <li>Dealer licence</li> <li>Brokers licences</li> </ul>	TZS 695,000 TZS 397,600 TZS 595,000 TZS 333,500





11	<ul> <li>Private School Service</li> <li>Pre-primary and primary schools</li> <li>Secondary schools</li> <li>Colleges or vocational training institutes</li> <li>Higher Education Institutions</li> </ul>	TZS 276,500 TZS 281,300 TZS 281,500 TZS 300,700
12	<ul> <li>Trade and finance sector</li> <li>Business</li> <li>Financial institutions <ul> <li>Commercial banks</li> <li>Community Services banks</li> <li>Micro credit financial services</li> <li>Insurance companies</li> <li>Other financial institutions not specified in this</li> </ul> </li> <li>subparagraph</li> </ul>	TZS 200,500 TZS 733,000 TZS 698,400 TZS 699,000 TZS 699,700 TZS 699,500
13	Industrial sector	TZS 200,000
14	Sport, arts, entertainment and gaming activities.	TZS 287,500
		123207,300
15	Waste collection, processing and disposal activities.	TZS 188,500



