THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR

MINISTRY OF LABOUR, EMPLOYMENT, YOUTH AND EMPOWERMENT

LABOUR COMMISION.

Magomeni Wandaras
S.L.P 1390, Masjid Al- Azhar
70479Mjini Magharibi, Zanzibar

Tovuti: www.vijanasmz.go.tz
Barua pepe:infor@vijanasmz.go.tz
Simu:0255-2231202

BE.180/377/01/38 **03 November 2026**

CIRCULAR NO.1/2026

ALL HEADS OF PRIVATE COMPANIES/ENTERPRISES
ALL CHIEF EXCUTIVE OFFICERS IN PRIVATE SETOR
ALL HEADS OF NON-GOVERMENTAL ORGANIZATION
ALL INVESTORS IN PRIVATE SECTOR
ALL HEAD OF HOUSEHOLDS

RE: NEW MINIMUM WAGE FOR THE WORKERS IN PRIVATE SECTORS

I have the honor and pleasure to inform you that Ministry of Labour, Employment, Youth and Empowerment, through Legal Notice No.153 of 2026 has reviewed the minimum wage payable in private sector companies and enterprises. The Minister has made such adjustments in accordance with the powers conferred upon him, under the section 96 of The Employment Act No. 11 of 2005.

In that review, the Minister has made the following adjustments:

1) For the workers eligible to have written contracts of employment, the minimum wage increases from TZS 347,000/= per month to TZS 450,000 per month.

2) For the workers eligible to have written contracts of employment for small Institutions established under The Minimum Wage for Small Institutions Regulation, the minimum wage increases from TZS 250,000/= per month to TZS 300,000/= per month.

3) For daily pay workers:

   a) For the skilled laborers, minimum wage is TZS 35,000/= per day,

   b) For unskilled laborers minimum wage is TZS 30,000/= per day,

CamScanner

c) For domestic workers, who lives in the employer's residence, minimum wage increases from TZS 100,000/= per month to TZS 110,000/= per month.

d) For domestic workers, who do not live in the employer's residence, minimum wage increase from TZS 120,000/= per month to TZS 130,000/= per month.

e) For Foreign employee, minimum wage is increase from USD 1000 to USD, 1500 per month.

By this Circular, I wish to give the following directives for better implementation of the reviewed minimum wages.

a) The new minimum wage prescribed by the Minister is effective from 1st January 2027.

b) It is also reminded that the prescribe minimum wage is just the minimum standard. Employers are free to set higher and better minimum wages for betterment of their employees. Payment of wages below the prescribed ones is strictly prohibited. Collective bargaining is encouraged in setting higher and better minimum wages for the benefit of both employers and employees.

c) The Minister has just set the minimum wage. It is upon the employers to prepare the salary structure showing different payment of workers according to level of education, professionalism, kinds of job allocated, job experience, and other required qualifications. The prepared salary structures will be inspect from time to time by labour officers and inspectors for recommending improvements.

d) It is also reminded that the proclaimed minimum wages are basic ones Employers are requested to continue providing housing, transport, medical and other incidental facilities to their employees. In this regard, collective bargaining between employers and employees to improve the standards is encouraged.

Lastly, I take this opportunity to submit my sincere thanks for understanding. I anticipate more cooperation in our labour law implementation.

Yours sincerely,

Rashid Kh. Othman
COMMISSIONER OF LABOUR - LABOUR COMMISSION

Cc:

HON. MINISTER OF LABOUR, EMPLOYMENT, YOUTH AND EMPOWERMENT
ZANZIBAR

HON. DEPUTY MINISTER (LABOUR, EMPLOYMENT).
ZANZIBAR

CamScanner

HON. DEPUTY MINISTER (YOUTH AND EMPOWERMENT)
ZANZIBAR

PRINCIPAL SECRETARY OF LABOUR, EMPLOYMENT, YOUTH AND EMPOWERMENT
ZANZIBAR.

DEPUTY PRINCIPAL SECRETARY OF LABOUR, EMPLOYMENT, YOUTH AND EMPOWERMENT
ZANZIBAR.

EXECUTIVE DIRECTOR,
ZIPA,
ZANZIBAR.

EXECUTIVE SECRETARY,
COMMISSION FOR TOURISIM,
ZANZIBAR.

SECRETARY GENERAL,
ZATUC
ZANZIBAR.

EXECUTIVE DIRECTOR,
ZANEMA.
ZANZIBAR.

EXECUTIVE DIRECTOR,
ZAPSEA.
ZANZIBAR.

CamScanner