

Occupational Environments of Daily Wage Labourers: A Case Study of Dodoma City, Tanzania

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ABSTRACT

Daily wage labourers often face a variety of challenges in their occupational environments that significantly impact their working conditions, health, and overall well-being. Addressing these challenges requires systemic changes. Daily wage labourers, making up 37.4% of Tanzania's workforce, are vital to sectors such as construction and agriculture. However, they face numerous challenges, including low wages, income instability, and the lack of formal contracts. This study examines these challenges in Dodoma City, focusing on income stability, workplace treatment, and safety conditions. A mixed-methods approach was employed, combining both qualitative and quantitative techniques. Stratified sampling selected 151 daily wage workers and 12 key informants from various industries. Data were collected using structured questionnaires and semi-structured interviews, which were analysed through SPSS for statistical trends and thematic analysis for qualitative insights. The study found that the majority of daily wage labourers in Dodoma City are male (64%) and have diverse educational backgrounds. They primarily work in construction and industrial sectors, where income instability is a significant issue. Notably, 50.7% of workers experience occasional wage delays, and 31.8% report consistent delays ($p < 0.05$), which affects their perception of wage sufficiency. Workplace treatment varied: 49.0% of workers considered their workload fair, 28.0% felt respected, and 22.5% reported ethnic or tribal discrimination ($p < 0.05$). Safety concerns were prevalent, especially in construction and industrial sectors, where inadequate protective measures and hazardous conditions were common. These findings underscore the urgent need for improved safety protocols ($p < 0.01$). The study highlights that addressing income instability, unfair workplace practices, and safety hazards through financial stability measures, fair labour practices, educational initiatives, and enhanced safety standards is crucial for improving working conditions and fostering economic resilience among daily wage labourers in Dodoma City.

Keywords: Daily wage labourers, income instability, workplace treatment, safety hazards, Dodoma City, Tanzania, financial stability, labour conditions, construction sector, industrial sector

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Introduction

The working environment significantly influences employee performance, encompassing physical conditions, organizational culture, job design, supervision, safety measures, and social interactions. For daily wage labourers, these environments often present considerable challenges, including precarious employment, low wages, limited job training, and a lack of social protection, which hinder their ability to thrive. A positive working environment can increase motivation, job satisfaction, and productivity, while poor working conditions often lead to low morale, absenteeism, and high turnover. Daily wage workers, especially in informal sectors, face harsh conditions like job insecurity and limited access to social protections due to weak enforcement of labour laws.

The International Labour Organization (ILO) highlights that worker in the informal economy, particularly in sectors like construction, are at risk of unsafe conditions, long hours, and exploitation (ILO, 2022). Precarious employment, affecting over 1.7 billion workers globally, is a major concern, particularly for daily wage labourers who endure unsafe workplaces, long hours, and limited benefits (ILO, 2023). Improving working conditions for these workers can lead to substantial benefits, including up to a 20% increase in productivity and a 30% boost in job satisfaction (World Bank, 2020). Therefore, enhancing daily wage labourers' work environments is vital for their well-being and sustainable economic development.

Daily wage compensation is often linked to productivity but may come at the expense of worker safety and health. The uncertainty of daily wages can create dissatisfaction and inequality, especially when workers fear reporting poor conditions or injuries. As globalization and technological changes shape labour markets, these challenges are likely to worsen, underscoring the need to address the needs of daily wage labourers. In regions like Sub-Saharan Africa and South Asia, where formal employment is scarce, daily wage workers contribute significantly to sectors such as construction, agriculture, services, and transportation. However, these workers face lower wages, fewer benefits, and less job security compared to salaried employees (ILO, 2018; Chen et al., 2020).

In developing countries, the lack of uniform worker protections and equitable practices in daily wage labour contradicts the principles of sustainable development (D'Souza, 2020). Daily wage work often serves as a coping mechanism due to the absence of formal employment opportunities (Kaplinsky et al., 2022), offering essential income but less stability and fewer benefits than salaried positions. This situation highlights the complexity of daily wage labour in developing nations. Targeted interventions

are needed to improve working conditions, expand social protections, and create a more equitable future for this crucial workforce. Moreover, women, who are disproportionately represented among daily wage labourers, face additional challenges, including gender-based discrimination, lower wages, and limited access to resources (Chen et al., 2020; Joseph et al., 2022).

Statement of the Problem

Daily wage labourers, comprising approximately 37.4% of the Tanzanian workforce (NBS, 2021), are integral to sectors such as construction, agriculture, transportation, and manufacturing. Despite their significant contribution, these workers face substantial challenges that threaten their livelihoods and well-being. Over 60% of daily wage workers earn less than the minimum wage and experience monthly income fluctuations of up to 40%. This income volatility exacerbates poverty and financial insecurity, hindering their ability to plan for the future and meet basic needs (Bizimana & Arzoumanian, 2023; IMF, 2023). Also lack of formal contracts, with only 15% of daily wage workers having legal agreements, leaving the majority vulnerable to exploitation, arbitrary dismissal, and a lack of legal protections. The absence of formal recognition and protection creates a cycle of vulnerability and powerlessness among these working segment (ILO, 2022).

Although the workplace safety is a major concern, nearly 70% of daily wage labourers in high-risk sectors e.g. construction, work without adequate safety equipment or training. These hazardous conditions significantly increase the likelihood of injuries and long-term health issues, further exacerbating the precariousness of their employment (ILO, 2022). While previous studies have highlighted on these issues, there has been limited attention to specific challenges faced by daily wage labourers. This study therefore seeks to address these gaps faced by wage labourers in Dodoma City, Tanzania.

Research objectives

Specifically, the research objectives were;

- i. To examine workplace safety for daily wage laborers in Dododma City.
- ii. To assess the workplace treatment among daily wage laborers.
- iii. To examine income stability level of daily wage workers.

Scope and significance

This research examines the working conditions and experiences of daily wage laborers in Dodoma City,

Tanzania, focusing on three key areas: economic stability, workplace treatment, and workplace safety. The findings are critical for informing policymakers, employers, and civil society organizations in developing targeted interventions and policies to address the specific needs of this vulnerable workforce. The study contributes to shaping industrial practices and guiding future research aimed at improving working conditions and enhancing the overall well-being of daily wage laborers.

Literature Review

This study employs theoretical frameworks from occupational stress and labour economics to examine the experiences of daily wage labourers in Dodoma City, using the Job Demands-Control Model and Segmentation Theory. These models offer valuable perspectives for analysing the challenges faced by workers in precarious employment in terms of stress, job control, and labour market segmentation.

The Job Demands-Control Model, introduced by Robert Karasek in the 1970s, explains that workplace stress arises from an imbalance between job demands and an individual's perceived control over their tasks. For daily wage labourers, who often face irregular hours, low pay, exploitation, and limited legal protections, this imbalance likely results in high stress levels due to the demanding nature of their jobs combined with little control over their work conditions. Despite criticisms of the model's narrow focus on individual differences, it remains a useful tool for understanding the stress and strain experienced by these workers.

The Segmentation Theory by Richard Doeringer and Peter Piore (1971), suggested that labour markets are divided into distinct segments, each with its own rules and characteristics, which restricts mobility between them. This theory is particularly relevant in analysing the segmented labour market of daily wage labourers where job types, wages, working conditions, and access to employment opportunities vary across segments. By examining how factors like education, gender, and socioeconomic status impact labour market access, this theory helps identify inequalities and the need for policies to improve working conditions and opportunities for daily wage workers. Recent studies in other regions, such as the Middle East and North Africa, have shown that low-skilled workers are often confined to low-wage, precarious jobs with limited advancement opportunities, a pattern that likely applies to the daily wage labour market in Dodoma as well.

Safety Hazards Faced by Daily Wage Laborers

Daily wage labourers face significant safety hazards due to the informal nature of their jobs and weak regulations.

They are often exposed to unsafe machinery, toxic substances, and unstable work environments, leading to injuries, chronic health problems, and fatalities. A 2023 report by the International Labor Organization found that 45% of daily wage labourers in urban settings are exposed to hazardous chemicals, while the World Health Organization noted that 20% of construction workers experience work-related injuries. To mitigate these risks, stricter safety regulations, comprehensive training, and effective enforcement are essential.

In sectors like construction, waste management, and street vending, workers face constant risks. Construction labourers may encounter falling objects or scaffolding collapses, waste pickers are exposed to sharp objects and biohazards, and street vendors work in areas with heavy traffic and poor lighting. Many daily wage labourers lack proper personal protective equipment (PPE), increasing exposure to hazardous materials like asbestos, lead paint, and contaminated waste, which can lead to respiratory problems, skin conditions, and long-term health complications.

The absence of safety training is another critical issue. Without structured safety programs, workers remain unaware of potential hazards. For example, construction workers may lack training in scaffold safety or fall protection, increasing the risk of accidents. Accessible safety training could significantly reduce these risks.

Informal labourers are 1.7 times more likely to be injured than formal employees, leading to long-term health issues, absenteeism, and decreased productivity. This creates a cycle of physical pain, discomfort, and economic hardship. To address safety hazards, strengthening safety regulations, providing PPE, and offering safety training are crucial. These measures would improve safety, enhance productivity, and protect the livelihoods of daily wage labourers, reducing the financial burden of medical expenses.

Forms of Exploitation

Daily wage laborers are highly vulnerable to exploitation due to the precarious nature of their work, the lack of formal contracts, and weak regulations. This power imbalance often results in various forms of exploitation that impact their occupational environments. Wages are frequently unfairly low, and workers endure excessive hours with few or no breaks. Wage theft is a common issue, with employers often manipulating pay structures or imposing arbitrary fines. For instance, a study in India by Thakkar (2023) found that nearly 20% of domestic workers experience wage theft. These exploitative practices significantly reduce workers' already limited income, making it difficult to meet basic needs.

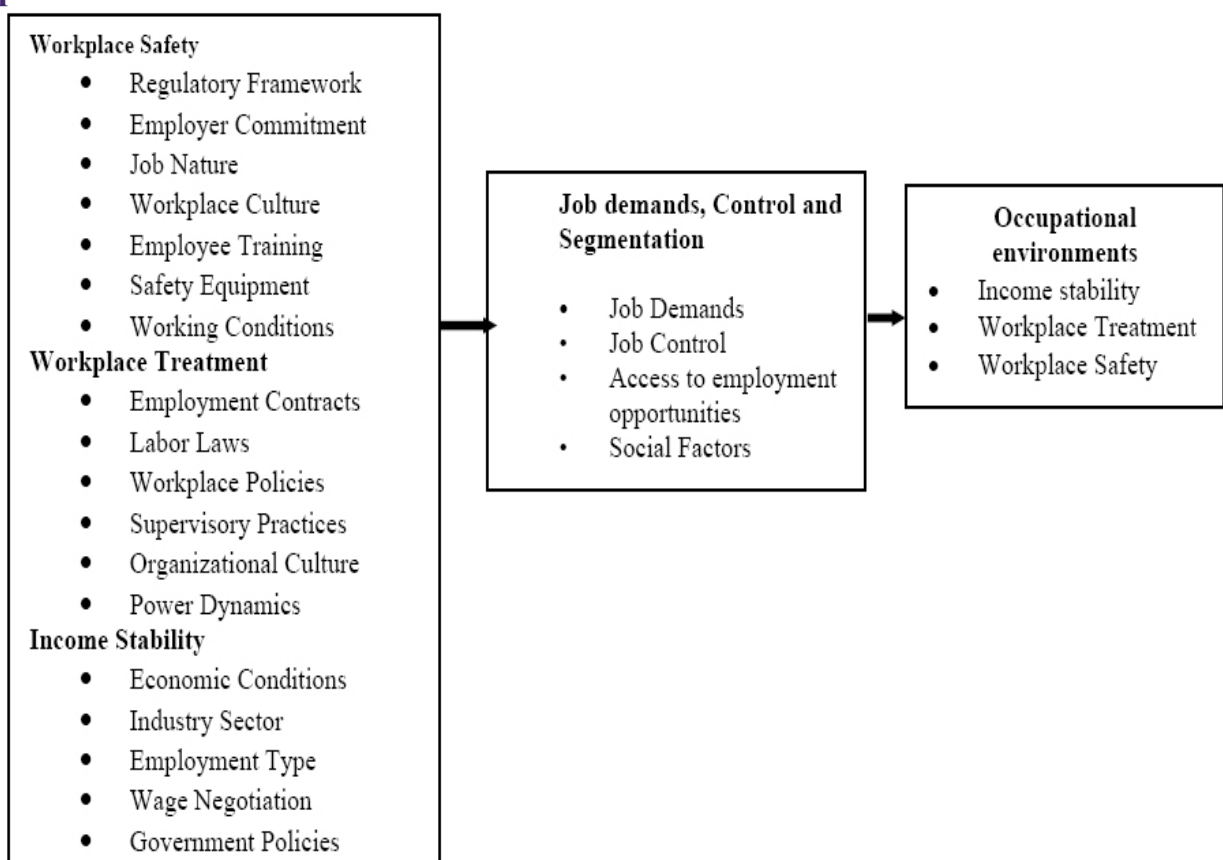
A lack of formal contracts leaves daily wage laborers vulnerable to further exploitation. A study by Bhor (2019) in India found that 72% of informal laborers lacked formal employment contracts, allowing employers to deny benefits or impose unfair terms, including high-interest rates or threats of violence, creating situations akin to forced labor. Daily wage workers also face a lack of bargaining power, job insecurity, and rare alternatives, contributing to a cycle of exploitation.

Studies show that many informal workers, particularly in Sub-Saharan Africa, are unaware of their basic labor rights, further perpetuating exploitation (World Bank, 2020). The constant threat of job insecurity discourages

workers from protesting unsafe practices or demanding better conditions, fearing retaliation or replacement. This silence fosters unsafe environments, increasing the risk of injuries and illnesses.

Wage theft, unfair deductions, and exploitation can reduce daily wages by 20-30%, deepening poverty and exacerbating health and well-being issues. The lack of regulatory protections traps workers in a cycle of poverty and social exclusion. Empowering workers through unions and raising awareness of their rights are crucial steps to break this cycle and improve working conditions (Schurman et al., 2017; Caniels et al., 2017).

Conceptual Framework



Despite the growing body of research on urban labor, there remains a notable dearth of scholarly inquiry into the distinct experiences of daily wage Laborers. The current literature tends to offer insights into informal labor markets, overlooking the specific challenges encountered by daily wage laborers. Most studies focused narrowly on specific sectors and neglect the diverse array of daily wage occupations. This study tried address this gap.

Research Design and Study Location

This study strategically combined both qualitative and quantitative approaches to provide a comprehensive understanding of daily wage laborers. While interviews, captured the lived experiences and perspectives of the

laborers, offering in-depth insights into their personal and contextual realities, quantitative paradigm provided quantifiable data and enabled the analysis of statistical trends and work patterns. This integrated approach enriched the research by blending detailed personal narratives with empirical data, resulting in a more nuanced and complete picture of the subject matter. The survey was conducted in Dodoma City, Tanzania, which presented a unique research opportunity. As both an administrative and economic hub, Dodoma attracted a diverse range of daily wage laborers involved in both traditional and modern informal businesses. The significance of Dodoma as a national center of governance and economy meant that the study had potential implications for policy interventions at

both local and national levels to unfold the challenges and opportunities faced by daily wage laborers.

Population and Sampling Procedures

The study population consisted of daily wage laborers who are working in Dodoma City, Tanzania. It encompasses labors in various sectors e.g. construction, agriculture, manufacturing, transportation, and electronics. The daily wage laborers often face unique challenges due to their precarious employment status, limited job security, and exposure to hazardous working conditions. To ensure representation, the daily wage laborers from six wards within Dodoma City namely Kizota, Viwandani, Uhuru, Makole, Madukani, and Majengo wards were surveyed.

Sample Size Determination

A stratified sampling strategy was used to choose 151 daily wage laborers from Dodoma City's manufacturing, construction, and mining industries. This strategy

Table 1. *Stratum sampling unit*

Stratum	Estimated Population	Proportion (P _h)	Sample Size (n _h)
Industrial sector	50,000	0.1219	58
Construction sector	80,000	0.1951	93
Key Informants	-	-	12
Total	130,000	1	163

Data Collection Methods

Structured questionnaires were utilized for quantitative data, covering various aspects of daily wage laborers' experiences, income stability, workplace safety, and workplace treatment. In-depth interviews were conducted as part of the qualitative data collection process by allowing daily wage laborers to express their perspectives in greater detail in order to provide a deeper understanding of the challenges faced in the workplace. Secondary

Table 2. *Measurement of Variables*

Variable	Data Source	Measurement Instrument	Scale
1. Income Stability	Primary Data (Surveys/ Interviews)	Structured Questionnaire	Ratio (Actual monetary value), Ordinal (Days worked per week/month), Nominal (Additional income sources)
2. Workplace Treatment	Primary Data (Surveys/ Interviews)	Standardized Survey Instrument	Likert Scale
3. Safety Risks	Primary Data (Surveys/ Interviews), Secondary Data (Government reports)	Questionnaire/Interview Guide, Government reports	Nominal (Types of hazards), Likert (Perceived adequacy of safety practices), Yes/No (Experience of workplace injuries)

Validity and Reliability

Both the reliability and validity of the research instruments were rigorously assessed to ensure robust and credible findings. Reliability was established through Cronbach's alpha and validity was assessed using content validity

guaranteed proportionate participation across industries. Key informants, such as labor union leaders, government officials, industry representatives, and NGO workers, were carefully chosen to provide further context. A stratified sampling formula by William Cochran was used as

$$n_h = (N_h / N) n$$

Where: n_h is the sample size in stratum h ,

N_h is the population size in stratum h ,

N is the total population size, and

n is the overall sample size.

Stratum Calculation

A total of 410,000 informal workers were found in Dodoma City in which 130,000 were in industrial and construction sectors, i.e. 50,000 are working in industrial sector and 80,000 in construction work. Stratum computation was computed as;

data were gathered through a comprehensive review of relevant documents, such as government reports, academic publications, and existing literatures on employment dynamics and informal sectors to provide contextual circumstances to complement the primary data.

Variable Measurements

To ensure precise data collection, specific measurement strategies, scales, and statistical analyses were employed for each variable.

and construct validity. The study's measures exhibit both strong reliability and validity, providing a solid foundation for the analysis of daily wage laborers' occupational environments.

Table 3. Cronbach's alpha

Variable Category	Variable	Cronbach's Alpha	Content Validity Ratio (CVR)
Job Arrangements	Type of Employment	0.76	0.60
	Frequency of Work	0.72	0.55
	Sector of Employment	0.70	0.65
Workplace Characteristics	Communication Practices	0.82	0.70
	Fairness and Consistency in Treatment	0.78	0.68
	Opportunities for Autonomy and Control	0.80	0.72
	Psychological Safety	0.81	0.71
Workplace Safety Practices	Safety Equipment Availability	0.75	0.64
	Safety Protocol Training	0.77	0.66
	Safety Hazard Types	0.74	0.60
	Compliance with Safety Regulations	0.76	0.63
Government Regulations	Stringency of Labor Laws	0.79	0.70
	Focus of Labor Regulations	0.81	0.72
Social Economic Status	Education Level	0.73	0.62
	Access to Social Safety Nets	0.71	0.58
Social Cultural State	Individualistic Culture	0.78	0.67
	Collectivistic Culture	0.76	0.63
	Gender Equality	0.80	0.71
	Unequal Gender Roles	0.77	0.65
Occupational Environments	Income Stability	0.82	0.74
	Workplace Treatment	0.79	0.70
	Workplace Safety	0.80	0.72

Data Analysis

A combined method of quantitative and qualitative data analysis was employed to provide a comprehensive understanding of the challenges faced by daily wage laborers with the aid of statistical package for social sciences (SPSS) version 26. Measures of central tendency were applied to continuous variables, such as daily wages. Ordinal data, such as frequency of work, were analyzed using median and mode, while nominal data e.g. additional income sources were described with frequencies and percentages. Thematic analysis involved manually coding data from interviews or focus groups by assigning labels to text segments that captured key concepts or ideas which are grouped into themes across the data. Thematic analysis was iterative and allowed for providing valuable insights

into the lived experiences of daily wage laborers. The data management and analysis specified the types of variables and statistical methods used to assess workplace safety, treatment, and income stability.

Sampling constraints, temporal, geographical limitations and resource constraints were found to be the major limitations. By employing a diverse sample with stratified techniques for representativeness. multiple data sources and triangulation methods were used. Geographical and temporal limitations were mitigated through longitudinal elements for seasonal comparisons. Resource constraints were managed by prioritizing key areas, using cost-effective methods to maintain the scope as summarized in the table below.

Table 5. Limitation Mitigation Strategies

Limitation	Mitigation
Sampling Constraints	A larger, more diverse sample was employed, with stratified sampling techniques ensuring representativeness across sub-groups.
Data Accuracy and Reliability	Multiple data sources, including interviews, surveys, and official records, were utilized. Triangulation methods and standardized data collection instruments were used to minimize bias.
Temporal Limitations	Longitudinal elements were incorporated, allowing for data comparisons across different time periods or seasons to account for temporal changes.
Geographical Specificity	Comparative analyses with other cities or regions were included to extend the applicability of the findings beyond Dodoma City.
Resource Constraints	Key research areas were prioritized, cost-effective data collection methods were used, and additional f

Ethical consideration

Ethical principles were observed and practiced by obtaining informed consent, ensuring anonymity, minimizing risk, acknowledging participant vulnerability, and practicing responsible data ownership and dissemination. Plain language summaries were provided to facilitate comprehension by all stakeholders.

Respondents' Characteristics

Data on age, gender, education, marital status, employment, and work experience formed the basis for investigating income stability, workplace treatment, and safety conditions. The demographic and professional profile highlights key workforce characteristics.

Table 6. *Social-Demographic Characteristics*

CATEGORY	FREQUENCY(N151)	PERCENT
Age		
18-25	42	27.8
26-35	46	30.5
36-45	26	17.2
46-55	22	14.6
Over 55	2	1.3
Under 18	11	7.3
Gender		
Female	57	37.7
Male	94	62.3
Level of Education		
Vocational training	8	5.3
Secondary Education	51	33.8
Primary Education	54	35.8
No Formal Education	10	6.6
Higher education	28	18.5
Marital Status		
Single	45	29.8
Married	96	63.6
Divorced/Separated	10	6.6
Occupation/Sector		
Industrial	75	49.7
Construction	76	50.3
Work Experience		
Less than 1 year	20	13.2
1-2 years	28	18.5
3-5 years	55	36.4
6-10 years	34	22.5
Over 10 years	14	9.3

There exists a predominantly young workforce, with 30.5% aged 26-35 years and 27.8% aged 18-25 years with a gender imbalance of 62.3% males and 37.7% females. 35.8% of daily wage laborers have primary, secondary education (33.8%), 18.5% hold higher education (18.5%) and 5.3% hold vocational training, 63.6% are married, 49.7% work in industries and 50.3 work in construction sectors. Experience varies, with 36.4% having 3-5 years of experience. The predominance of younger workers aligns with broader labor market trends worldwide, where younger males are often more engaged in manual labor

roles (Khan & Khan, 2020; World Bank, 2021; Smith et al., 2022).

Workplace safety

The research identified significant disparities in these areas, highlighting the need for targeted interventions. Key findings revealed that demographic characteristics, industry sector, and economic conditions play a crucial role in shaping the experiences of daily wage labourers. These insights inform policy development and initiatives aimed at improving the working conditions and well-being of this vulnerable population.

Table 7. Workplace safety for daily wage laborers in Dodoma City

Category	Frequency (151)	Percentage
Provision of Safety Training		
No	46	30.7%
Yes (every time)	20	13.3%
Yes (sometimes)	70	46.7%
Provision of Personal Protective Equipment (PPE)		
No	44	29.3%
Yes (every time when in good condition)	16	10.7%
Yes (sometimes but not every time)	90	60.0%
Incidence of Workplace Injuries		
No	30	20.0%
Yes	120	80.0%
Types of Workplace Injuries		
Abrasion (from falling or being hit by something)	36	24.0%
Bone fracture	8	5.3%
Burn (from heat, chemicals, or radiation)	14	9.3%
Cut (from using sharp-edged tools)	20	13.3%
Muscle strain or sprain	40	26.7%
NA	30	20.0%
Reporting of Workplace Injuries		
Always complies	8	5.3%
Mostly complies	10	6.7%
No	24	16.0%
Rarely complies	8	5.3%
Sometimes complies	12	8.0%
Yes	88	58.7%
Medical Treatment for Workplace Injuries		
Neutral	14	9.3%
No	44	29.3%
Safe	14	9.3%
Unsafe	4	2.7%
Very safe	6	4.0%
Yes	68	45.3%
Workplace Adherence to Safety Regulations		
It adheres every time	10	6.7%
It does not consider at all	12	8.0%
It often considers	22	14.7%
It rarely considers	26	17.3%
It sometimes considers	80	53.3%

Safety training is inconsistent, with 46.7% receiving it occasionally, 13.3% consistently, and 30.7% never receiving any. Personal Protective Equipment (PPE) is provided inconsistently; 60.0% receive it occasionally, while 29.3% do not receive it at all. The incidence of workplace injuries is notably high at 80.0%, with muscle strains being the most common (26.7%), cuts (13.3%) and burns (9.3%). Documentation of injuries is performed in 58.7% of cases, and 49.3% of workers rate perceive medical treatment as safe, 29.3% find it inadequate with 53.3% reporting occasional consideration of these regulations.

The inconsistent provision of safety training and PPE suggests a need for improved and standardized safety protocols. The variability in medical care quality, with

nearly half of the respondents rating it as safe or very safe, shows the necessity for consistent and reliable medical support. The inconsistent adherence to safety regulations highlights a need for stronger enforcement and compliance mechanisms. As highlighted by Smith and Johnson (2023), inadequate safety measures in informal sectors can lead to increased injury rates. Developing standardized safety protocols, as recommended by the International Labor Organization (ILO, 2021) to ensure consistent PPE access are crucial steps towards enhancing workplace safety (Patel et al., 2022).

Workplace Injuries, Safety Training and PPE Provision

The logistic regression analysis was crucial for

understanding the factors influencing workplace injuries among daily wage laborers. Workers who receive safety training and PPE are significantly less likely to experience

injuries compared to those who do not. This highlights the importance of investing in safety measures to create safer working environments for daily wage laborers.

Table 8. Predicting Workplace Injuries, Safety Training and PPE Provision

	Std. Error	Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		Beta			Lower Bound	Upper Bound
(Constant)	.083		11.416	.000	.788	1.117
employer provide safety training	.023	-.075	-0.996	.321	-.067	.022
provided with Personal Protective Equipment (PPE)	.034	.395	5.249	.000	.110	.243

a. Dependent Variable: 16. Have you ever been injured while at work?

The logistic regression analysis investigated the impact of safety training and the provision of Personal Protective Equipment (PPE) on workplace injuries. The results demonstrate that while the provision of PPE is a significant predictor of reduced workplace injuries ($B = 0.395$, $p < 0.001$), safety training alone does not significantly affect injury rates ($B = -0.075$, $p = 0.321$). The positive association between PPE provision and reduced injury likelihood highlights its effectiveness in preventing injuries, while safety training's lack of significant impact suggests it may not be sufficient on its own. The lack of a significant effect from safety training indicates that while training is

important, it might need to be complemented with other safety measures to be effective. PPE provision was more directly related to injury prevention compared to training alone (Lee and Cho, 2022).

Workplace Treatment

Assessing perceptions of fairness, respect, and discrimination in the workplace provided insights into the working environment of daily wage laborers. Identifying associations between demographic factors and these outcomes helped to understand disparities in workplace treatment.

Table 9: Workplace Treatment among Daily Wage Laborers

CATEGORY	FREQUENCY	PERCENT
Perceived Fairness of Workload		
Fair (workload is moderate/reasonable)	74	49.0%
Normal	58	38.4%
Unfair (workload is heavy)	19	12.6%
Total	151	100.0%
Respect in the Workplace		
Always	16	10.6%
Every time	14	9.3%
Most of the time	10	6.6%
Never	4	2.6%
Often	42	27.8%
Rarely	22	14.6%
Rarely	6	4.0%
Sometimes	26	17.2%
Sometimes	10	6.6%
Total	151	100.0%
Workplace Discrimination		
No	26	17.2%
Yes, based on age	42	27.8%
Yes, based on ethnicity/tribe	34	22.5%
Yes, based on gender	10	6.6%
Yes, based on gender	14	9.3%
Yes, based on religion	20	13.2%
Yes, other (please specify)	5	3.3%
Total	151	100.0%

The analysis reveals varied perceptions of workload fairness and respect. 49.3% consider their workload to be fair, 12% described it as heavy, 28% feel often respected, and 17.3% feel sometimes respected, 28.0% feel discriminated based on age, 22.7% based on ethnicity, and 13.3% based on religion. Respect is inconsistent across different sectors, and it significantly affects workers' morale and productivity. The importance of respect enhances job satisfaction. Understanding the root causes of discrimination requires a deeper look into cultural and organizational factors. Addressing workplace discrimination and ensuring consistent respect

through comprehensive anti-discrimination policies and inclusive practices are essential for overall well-being and productivity and performance.

Demographic Characteristics And Workplace Treatment

The key issues identified included workload fairness, respect, and discrimination, highlighting disparities in how workers are treated. Based on these findings, the study advocates for improved policies and practices to ensure fair treatment, consistent respect, and the elimination of discrimination in the workplace.

Table 10. Demographic Factors and Workplace Treatment

CATEGORY	DEPENDENT VARIABLE	CHI-SQUARE	P-VALUE
Perceived Fairness of Workload			
Age	Age Group: Fair vs. Heavy	26.355	0.010
Gender	Female vs. Male	14.509	0.001
Marital Status	Single vs. Married	18.014	0.001
Sector	Industrial vs. Construction	6.026	0.049
Work Experience	Less than 1 year vs. Other	30.105	0.000
Respect in the Workplace			
Age	Age Group: Often vs. Other	33.787	0.013
Gender	Female vs. Male	9.767	0.021
Education Level	Vocational vs. Higher Education	26.286	0.010
Marital Status	Single vs. Married	25.928	0.000
Sector	Industrial vs. Construction	11.908	0.008
Work Experience	Less than 1 year vs. Other	42.586	0.000
Workplace Discrimination			
Age	Age Group: Any Discrimination	60.853	0.000
Gender	Female vs. Male	15.532	0.004
Education Level	Vocational vs. Higher Education	67.039	0.000
Marital Status	Single vs. Married	37.446	0.000
Work Experience	Less than 1 year vs. Other	30.768	0.014

The analysis of workplace treatment revealed a significant association between demographic factors and perceptions of fairness, respect, and discrimination. Workload fairness is notably influenced by age ($\chi^2 = 26.355$, $p = 0.010$), gender ($\chi^2 = 14.509$, $p = 0.001$), marital status ($\chi^2 = 18.014$, $p = 0.001$), sector ($\chi^2 = 6.026$, $p = 0.049$), and work experience ($\chi^2 = 30.105$, $p = 0.000$). Respect in the workplace is significantly associated with age ($\chi^2 = 33.787$, $p = 0.013$), gender ($\chi^2 = 9.767$, $p = 0.021$), education level ($\chi^2 = 26.286$, $p = 0.010$), marital status ($\chi^2 = 25.928$, $p = 0.000$), sector ($\chi^2 = 11.908$, $p = 0.008$), and work experience ($\chi^2 = 42.586$, $p = 0.000$). Discrimination is significantly linked to age ($\chi^2 = 60.853$, $p = 0.000$), gender ($\chi^2 = 15.532$, $p = 0.004$), education level ($\chi^2 = 67.039$, $p = 0.000$), marital status ($\chi^2 = 37.446$, $p = 0.000$), and work experience ($\chi^2 = 30.768$, $p = 0.014$), highlighting key areas to improve fairness and

reduce disparities. Education level significantly impacts perceptions of respect in the workplace. The higher-educated workers often expect more respect (Monga and Ekins, 2023). Workers with higher education levels are more assertive about their rights and expect a level of respect that aligns with their qualifications.

Impact of Demographic Factors and Workplace Treatment

Multivariate Analysis of Covariance (MANCOVA) examined how demographic factors influence workplace perceptions among daily wage laborers. By simultaneously considering multiple independent variables and controlling for covariates, MANCOVA provided a comprehensive understanding of the relationships between factors and perceptions of fairness, respect, and discrimination

Table 11. Demographic Characteristics and Workplace Perceptions

Source	Dependent Variables	Wilks' Lambda	F	df	p-Value
Age	Fairness of Workload, Respect, Discrimination	0.872	3.572	15, 417	0.000
Gender	Fairness of Workload, Respect, Discrimination	0.856	4.174	15, 417	0.000
Marital Status	Fairness of Workload, Respect, Discrimination	0.884	3.881	15, 417	0.000
Sector	Fairness of Workload, Respect, Discrimination	0.943	2.792	15, 417	0.001
Education Level	Fairness of Workload, Respect, Discrimination	0.922	3.158	20, 412	0.000
Work Experience (Covariate)	Fairness of Workload, Respect, Discrimination	0.965	2.151	15, 417	0.016

The MANCOVA analysis reveals significant impacts of demographic factors on workplace perceptions, including fairness, respect, and discrimination. Specifically, age (Wilks' Lambda = 0.872, $F(15, 417) = 3.572$, $p = 0.000$), gender (Wilks' Lambda = 0.856, $F(15, 417) = 4.174$, $p = 0.000$), marital status (Wilks' Lambda = 0.884, $F(15, 417) = 3.881$, $p = 0.000$), sector (Wilks' Lambda = 0.943, $F(15, 417) = 2.792$, $p = 0.001$), and work experience (Wilks' Lambda = 0.965, $F(15, 417) = 2.151$, $p = 0.016$) significantly influence perceptions of workload fairness, respect, and discrimination. These factors shape how employees experience their work environment, with notable differences based on demographic characteristics.

While men often feel more equitably treated in manual labor roles, older workers face distinct challenges. Age-related differences in workload perceptions. Discrimination affects different groups in complex ways, and policies need to address these nuances to be effective. These insights highlight the necessity for targeted interventions that address the diverse needs of various demographic groups.

Income Stability Level

By examining parameters such as delayed payments, salary frequency, and wage sufficiency, the study revealed the level of income instability and its possible consequences for general well-being.

Table 12. Income Stability Level of Daily Wage Workers

Category	Frequency (N=151)	Percent
Delayed Payment is a Common Problem for Daily Workers		
No Delays	12	7.9
Rarely Delayed	14	9.3
Yes, Always Delayed	48	31.8
Yes, Sometimes Delayed	76	50.7
Daily Wage Frequency Report		
At the End of the Week	56	37.1
Bi-weekly (Twice Weekly)	4	2.6
Every Day After Work	64	42.7
Every Two Weeks	16	10.6
Once a Month	10	6.6
Respondent's Perception of Wage Sufficiency		
No, Not Enough	48	31.8
Yes, But with a Little Difficulty	56	37.1
Yes, But with Some Difficulty	22	14.6
Yes, comfortably	8	5.3
Yes, easily	16	10.6
Other Sources of Income to Supplement Your Daily Wages		
No	30	19.9
Yes, from a Small Business/Side Hustle (e.g., Selling Products Online)	42	27.8
Yes, from Family/Friends	28	18.5
Yes, from Others (Please Specify)	20	13.3
Yes, from Small Business/Side Hustle (e.g., Selling Goods)	30	19.9

The income stability is a significant challenge for daily wage workers. Delayed wage payments are prevalent, with 50.7% of respondents experiencing occasional delays and 31.8% facing consistent delays. 42.7% of workers are paid daily, contributing to financial variability, 31.8% consider their earnings inadequate and 10.7% report managing expenses comfortably. Many workers depend on supplementary income sources from small businesses or family support, to bridge financial instability.

The findings are consistent with broader research on income stability among informal sector workers. According to Khan and Khan (2020), delays in wage payments and reliance on daily wages create financial instability for workers. The timely wage payments are crucial for financial stability, that delays can exacerbate economic insecurity (Monga and Ekins, 2023). As Smith et al. (2022) put it, the daily wage structures often lead to unpredictable income streams. The income instability significantly affects workers' economic stability. While the study provides valuable insights, it does not explore sector-specific variations or the broader socio-economic factors influencing income stability (Prowse, 2021). The feedback from the NGO representatives suggests that addressing wage delays could improve stability. Policy changes that ensure prompt wage payments and support for supplementary income activities could significantly improve workers' financial stability (ILO, 2022).

Social-Demographic and Wage Sufficiency

The correlation analysis of social-demographic characteristics and perceptions of wage sufficiency was crucial for understanding how various factors influence workers' views on whether their earnings meet their basic needs. This analysis offered insights into the broader context of financial well-being, highlighting how elements such as education, marital status, and other socio-demographic factors contribute to workers' assessments of their wages.

It was revealed that higher educational attainment and marital status are positively associated with perceptions of wage sufficiency ($r = 0.318$, $p < 0.01$). Variables such as work experience, occupation, age, and gender show no significant correlation with perceptions of wage sufficiency, indicating that education and marital status are primary social-demographic factors influencing how workers assess the earnings 'adequacy'. There is a positive correlation between education and wage sufficiency. That is, the higher education often correlates with better financial assessments and job satisfaction. The higher education leads to favorable perceptions of wage adequacy. Considering the link between marital status and wage sufficiency, married individuals often experience a greater sense of financial stability due to shared resources and responsibilities (Johnson, 2023). According to the ILO (2022), educational measures and worker assistance for their families could improve perceptions of adequate wages.

Table 13. Social-Demographic Characteristics and wage sufficiency

Coefficient Correlations							
Model		Work Experience	Occupation	Level of Education	Age	Gender	Marital Status
Correlations	Work Experience	1.000	.010	-.053	-.073	-.103	-.163
	Occupation	.010	1.000	-.060	.066	-.179	-.044
	Education	-.053	-.060	1.000	.199	.063	.318
	Age	-.073	.066	.199	1.000	.060	.030
	Gender	-.103	-.179	.063	.060	1.000	-.048
	Marital Status	-.163	-.044	.318	.030	-.048	1.000
Covariances	Experience	.009	.000	.000	.000	-.002	-.003
	Occupation	.000	.045	-.001	.001	-.008	-.002
	Education	.000	-.001	.009	.001	.001	.006
	Age	.000	.001	.001	.002	.001	.000
	Gender	-.002	-.008	.001	.001	.049	-.002
	Marital Status	-.003	-.002	.006	.000	-.002	.040

a. Dependent Variable: 9. Do you feel that your current daily wages are sufficient to meet your basic needs (food, rent, transportation)?

Factors Influencing Perceptions of Wage Sufficiency

The regression analysis identified the key determinants that shape how daily wage laborers perceive the income adequacy. The payment frequency is a most influential

factor. Understanding the importance of regular timely payments is critical for informing policies and enhance both financial stability and worker satisfaction.

The regression analysis reveals that payment frequency

Table 14. Factors influencing perceptions of wage sufficiency

Coefficients ^a Coefficients, table, 2 levels of column headers and 2 levels of row headers, table with 12 columns and 8 rows											
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			
	B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	
1	(Constant)	3.391	.349		9.719	.000	2.701	4.080			
	Payment Frequency	.188	.087	.192	2.174	.031	.017	.359	.183	.176	.175
	Delayed Payments	-.189	.116	-.139	-1.633	.105	-.418	.040	-.124	-.133	-.131
	Supplementary Income Sources	.005	.083	.005	.055	.956	-.160	.169	.037	.005	.004

a. Dependent Variable: 9. Do you feel that your current daily wages are sufficient to meet your basic needs (food, rent, transportation)?

significantly impacts perceptions of wage sufficiency ($\beta = 0.192$, $t = 2.174$, $p = 0.031$). Workers who receive payments more frequently are more likely to view their wages as sufficient for their basic needs. In contrast, delayed payments and supplementary income sources do not significantly affect perceptions of wage sufficiency ($\beta = -0.139$, $t = -1.633$, $p = 0.105$ and $\beta = 0.005$, $t = 0.055$, $p = 0.956$, respectively). This indicates that the regularity of wage payments is a crucial determinant of how workers assess the adequacy of their earnings. The timely payments are essential for financial stability and positive wage perceptions. Consistent payment schedules are linked to higher satisfaction and perceived adequacy of wages (Khan and Khan, 2020). The lack of significant impact from delayed payments and supplementary income sources, they may not directly influence perceptions of wage sufficiency to the same extent as payment frequency. As argued by Johnson (2023), the reliability of payment schedules often outweighs the impact of sporadic income sources or occasional delays.

Conclusion and Recommendations

The daily wage laborers are predominantly young males with limited formal education, their vulnerability to economic fluctuations is susceptible to suboptimal working conditions. The limited educational background exacerbates their precarious situation by reducing their opportunities for better employment. Significant income instability was observed among daily wage laborers, driven by irregular payment schedules and insufficient wages which in turn severely impacts their financial security and overall quality of life, making it crucial to develop policies and support systems aimed at stabilizing income and improving financial resilience.

Disparities in workplace treatment were evident, many laborers face unfair workloads, lack of respect, and instances of discrimination with a need for targeted interventions to enhance labor conditions and ensure fair

treatment. There exist prevalent inadequacies in workplace safety practices, including insufficient safety training and lack of personal protective equipment (PPE). The high incidence of workplace injuries shows the critical need for improved safety protocols and better enforcement of safety standards to protect laborers' health and well-being. The study recommend the following: The study further recommend the following: introduce financial management programs to manage income variability, implement programs that provide financial support, facilitate opportunities for income diversification, enforce fair labor practices through education campaigns and strict regulations, establish effective grievance mechanisms and support systems to address issues related to discrimination and enforce stringent safety regulations and standards.

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