

**Analysis of age-earnings profile for selected primary and
secondary school teachers in Arusha city**

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This study sought to analyze the Age-Earning Profiles of teachers from selected Primary and Secondary Schools in Arusha city. It analyzed the earning profiles under two objectives which were; to collect and describe the levels of earnings as presented by gross salaries of teachers from selected primary and secondary schools and to compare the teachers' gross salaries by level of education, age of teachers, level of working experience in years, gender and by school ownership. The purpose of the study was to survey, collect and construct the age-earning profiles of selected public and private school teachers' gross salaries so as to know the trend of their earnings in their working years and how much they differ depending on the school ownership, level of education and work experience in years. Descriptive survey design was used whereby mixed approach was employed. Purposive and simple random sampling techniques were used to get 300 respondents for the study. Data were generated through interviews, questionnaires and documentary review, whereby quantitative data were computed through (SPSS) and then subjected to content analysis. Qualitative data was analyzed through open coding procedure. It was found out that, the salaries of teachers to both private and public schools showed there was a correlation between the level of education attained, age of teachers, then work experience of teachers in years and their monthly salaries. Teachers who had higher levels of education received higher salaries compared to those with lower levels of education. The study shows that, long service teachers had higher salaries, which increased with their working experience and age. However, teachers who had been given responsibilities in their schools such as being head teachers, headmaster/mistress in private schools, were given allowances in which the allowances were paid together with their salaries. Other teachers with extra responsibilities who were paid allowances include academic master/mistress and class teacher in some private schools. Allowances provided to teachers in public school were not included in their salaries and they were rarely paid. The differences in salaries among teachers by gender were low indicating low gender discrimination among teachers in terms of payments. In Public schools, allowances were rarely paid to teachers. It is therefore recommended that high educational achievement is a path to better earnings that the number of years of completed education had an effect on earnings and the labor market as a whole. Indeed education increases future capacity to consume and produce since it increases productivity and promote status in many ways.