

Zambia - Labour Force Survey 2012

Central Statistical Office

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Identification

SURVEY ID NUMBER

ZMB-CSO-LFS-2012-v1.0

TITLE

Labour Force Survey 2012

ABBREVIATION OR ACRONYM

LFS 2012

COUNTRY

Name	Country code
ZAMBIA	ZMB

STUDY TYPE

Labor Force Survey [hh/lfs]

SERIES INFORMATION

The 2012 Labour Force Survey is the 4th in the series. The first LFS was conducted in 1986. Subsequent surveys were conducted in 2005 and 2008

ABSTRACT

This survey intends to: -

- Measure the labour force or economically active population size in relation to the general population in the country.
- Identify and analyse the factors leading to the emergence and growth of Labour Force in the country.
- Monitor the labour force participation.
- Identify and measure the informal sector from within the labour force.
- Monitor other Key Indicators of the Labour Market such as employment rates, unemployment rates, hours of work, average income and/or wages etc.

Furthermore, the survey seeks to examine the relationships of socio-economic factors such as education, health, social security, employment within the labour force, and more importantly to measure the causes and effects of children's involvements in economic activities with special focus on the conditions and environment under which affected children operate.

The main objective of the 2012 LFS was to collect data on the social and economic activities of the population, including detailed information on employment, unemployment, underemployment, wages, informal sector, general characteristics of the labour force and economically inactive population. The survey was designed to specifically measure and monitor Key Indicators of the Labour Market (KILM) such as employment levels, unemployment, income and child labour in Zambia. However, indicators on child labour are not part of this 2012 LFS report. There will be a separate report on child labour later. The measurement of the KILM was with a view to informing users and policy-makers for decision-making. The methodology used in carrying out the survey and the design of questionnaire conform to internationally acceptable standards.

KIND OF DATA

Sample survey data [ssd]

UNIT OF ANALYSIS

The unit of analysis was Households and Individuals (Men and Women of 5 years and older).

Additionally, the analysis focused on national level at both rural/urban and provincial level. The micro-data has provisions to generate major indicators at district and constituency levels. As much as possible the micro-data have also been analyzed by sex and age.

Version

VERSION DESCRIPTION

Version 1.0 Edited Final Data, Anonymized dataset for public use

VERSION DATE

2013-09-01

Scope

NOTES

The 2012 Labour Force Survey (LFS) was a nation-wide survey covering household population in all the ten provinces and, in both rural and urban areas. The survey excluded institutional populations such as those in Hospitals, Barracks, Prisons or Refugee camps. This is because the survey was intended only for usual members of the households - i.e. members who lived together as a household for at least six months or who intended to live together as a household for more than six months - who constituted a household.

The scope of the 2012 Labour Force Survey includes:

- Demographic characteristics
- Education and Literacy
- Economic Activity
- Employment
- Hours of Work and underemployment
- Income
- Unemployment

TOPICS

Topic	Vocabulary
Labor Markets	World Bank
Social Protection (includes Pensions, Safety Nets, Social Funds)	World Bank
Social Development	World Bank
Participation / Empowerment	World Bank
Vocational Education	World Bank
Gender	World Bank
Education	World Bank
Primary Education	World Bank
Secondary Education	World Bank
Tertiary Education	World Bank
Employment	World Bank
Economic Activity	World Bank
Income	World Bank
Hours of work	World Bank

KEYWORDS

Keyword	Vocabulary
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Employment	World Bank
income	World Bank
Hours of work	World Bank
unemployment	World Bank
Education	World Bank
Primary education	World Bank
Secondary Education	World Bank

Coverage

GEOGRAPHIC COVERAGE

National
Province
Rural/Urban

UNIVERSE

The survey covered all de jure household members (usual residents) in non-institutionalised housing units, all women and men aged 5 years and older

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
Central Statistical Office	Ministry of Finance

PRODUCERS

Name	Abbreviation	Role
Ministry Of Labour and Social Security	MLSS	Participation in data collection and analysis

FUNDING AGENCY/SPONSOR

Name	Abbreviation	Role
Government Republic of Zambia	GRZ	Funding and technical assistance
International Labour Organisation	ILO	Funding and technical assistance

Sampling

SAMPLING PROCEDURE

The sample was designed to allow separate estimates at national level for rural and urban areas. Further, it also allowed for provincial estimates. A cluster, which is equivalent to a Standard Enumeration Area (SEA), was the primary sampling unit in the first stage. In the second stage, a household was a sampling unit for enumeration purposes.

Zambia is administratively divided into ten provinces. Each province is in turn subdivided into districts. For statistical purposes each district is subdivided into Census Supervisory Areas (CSAs) and these are in turn demarcated into Standard Enumeration Areas (SEAs). The Census mapping exercise of 2006-2010 in preparation for the 2010 Census of Population and

Housing, demarcated the CSAs within wards, wards within constituencies and constituencies within districts. As at the time of the survey, Zambia had 74 districts, 150 constituencies, 1,430 wards and about 25,000 SEAs. Information borne on the list of SEAs from the sampling frame also includes number of households and the population size as at the last update of the SEA. The number of households determined the selection of primary sampling units (PSU). The SEAs are stratified as urban and rural.

The total sample of 11,520 households was first allocated between rural, urban and the provincial domains in proportion to the population of each domain according to the 2010 Census results. The proportional allocation does not however allow for reliable estimates for lower domains like district, ward or constituency. Adjustments to the proportional allocation of the sample were made to allow for reasonable comparison to be achieved between strata or domains. Therefore, disproportionate allocation was adopted, for the purpose of maximizing the precision of survey estimates. The disproportionate allocation is based on the optimal square root allocation method designed by Leslie Kish. The sample was then selected using a stratified two-stage cluster design.

RESPONSE RATE

At the end of the field work and editing in the provinces, a total of at least 11,000 of completed questionnaires, representing a 99.8 percent response rate were sent to Head Office for data processing.

WEIGHTING

Due to the non-proportional allocation of the sample to the different strata, sampling weights were required to ensure actual representative ness of the sample at national level. The sampling probabilities at First-stage selection of SEAs and probabilities of selecting the households were used to calculate the weights. The weights of the sample are equal to the inverse of the probability of selection.

Data collection

DATES OF DATA COLLECTION

Start	End
2012-11-01	2012-12-02

DATA COLLECTION MODE

Face-to-face [f2f]

SUPERVISION

The primary data collectors were closely supervised by the Supervisors. Each supervisor had 3 enumerators to work with in order to collect the data and edit the questionnaires, and code questionnaires for a minimum of six enumeration areas. Each team used a 4 wheel drive vehicle to travel from cluster to cluster (and where necessary within cluster). Inaccessible enumeration areas were replaced while the teams were in the field.

The general functions of the Supervisor included:

1. Organizing the Enumerators to successfully complete their assignments.
2. Ensuring that the work completed by the enumerators meets the required standards.
3. Communicating with the Master Trainer and Provincial Head on a regular basis reporting on the progress of the listing exercise, relaying problems encountered in the field.
4. Receiving directives on listing operations and resolutions to problems
5. Allocating areas (SEAs) to Enumerators, showing Enumerators their SEA boundaries on the ground, issuing of listing books and other materials to the enumerators.
6. To draw the sample of all households to which the questionnaire is to be administered. These should include replacements when need arises. And record all the information regarding the sampling in the listing book. Follow the instructions as they are laid down. Never allow an enumerator to do the sampling
7. Providing routine supervision with regard to administrative and personnel matters.
8. To supervise the Enumerators under him/her on a daily basis and rotating between Enumerators. Supervisors will lead and supervise average 5 Enumerators each.
9. Editing completed listing books and questionnaire for, legibility, completeness, consistency etc.

DATA COLLECTION NOTES

A pre-test for the LFS was conducted in March 2012. The objective of the Pre-test was to test the survey instruments. It was also aimed at orienting trainers to the survey instruments. The participants in the pre-test were drawn from the MLSS and CSO. The pilot for the LFS was conducted in June/July 2012 whose prime objective was to finalise the review of the survey

instruments and training of trainers. During the organisation of the pilot survey, training was characterised by role plays in which participants demonstrated how an interview could effectively be conducted both in local and English languages. After the fieldwork for the pilot survey, the participants reviewed and finalized all the survey instruments.

Training of supervisors, which lasted for 14 days, was conducted in August/September 2012 in Lusaka while that of enumerators was conducted in October the same year in different provinces.

The CSO in consultation with the MLSS recruited 288 enumerators and 96 supervisors. The Master Trainers (MTs), who were part of the technical team led the training of supervisors while training of enumerators was led by supervisors. Both training of supervisors and enumerators was guided by the enumerators' manual which was developed during the pre-test and pilot survey undertakings.

The method of training was such that each trainer was assigned a topic to lecture on to the trainees based on the manual's prescriptions. Other sessions were for classroom role plays in which participants had to demonstrate how an interview was expected to be done.

Field work was conducted in the November-December period in 2012 in all the provinces. The primary data collectors were closely supervised by the Supervisors. Each supervisor had 3 enumerators to work with in order to collect the data and edit the questionnaires, and code questionnaires for a minimum of six enumeration areas. Inaccessible enumeration areas were replaced while the teams were in the field. In order to achieve smooth data collection, Regional Statisticians (RS) based in the provinces mobilised transport facilities such as bicycles, motorbikes, vehicles and boats from other government departments and local authorities. They also carried out sensitisation activities in order to communicate to the communities about the survey. One of the most effective approaches was the communication to the district commissioners, local chiefs and headmen. The master trainers, together with RSs, were responsible for random spot-checks, supplying additional materials such as questionnaires, fuels and lubricants, and offer any other technical advice required to ensure completeness in terms of coverage and content of the data. In addition, some members of the secretariat from Head Office also complemented the efforts of the master trainers and RSs by visiting data collection sites to check on the quality of work.

DATA COLLECTORS

Name	Abbreviation	Affiliation
Central Statistical Office	CSO	Ministry of Labour and Social Security

Questionnaires

QUESTIONNAIRES

Two types of questionnaires (Form A and Form B) were used to collect data from the household members. Form A was used in the first stage for listing purposes while Form B was used in the second stage for collecting detailed data from the selected households. It was a requirement for each household member to provide responses during the face-to-face interview to the questions that were asked.

The main questionnaire has ten sections namely:

- Demographic Characteristics
- Education, Literacy and Skills Training
- Economic Activity
- Employment
- Hours of Work and Underemployment
- Income
- Unemployment/Job Search
- Previous Work Experience
- Household Chores
- Working Conditions (i.e. Forced labour)

Data Processing

DATA EDITING

Data editing took place at a number of stages throughout the processing. These included:

1. Field editing
2. Office editing and coding
3. Data entry
4. Structure checking and completeness
5. Secondary editing
6. Structural checking of SAS data files

METHODOLOGY NOTES

A team of Information Technology specialists and statisticians at CSO was tasked to develop the data entry screen in CSpro. The screen was developed after the final review of the questionnaire. It was developed to capture data on a case-by-case basis. The raw data file was made to be transferable to other software programs like SPSS, SAS, or STATA.

A one-week training for data entry clerks was conducted during which data entry clerks were oriented to the questionnaire and the data entry screen. The training was meant to ensure that data entry clerks made correct entries into the program. In terms of data cleaning, CSO Information Technology specialists worked together with labour statisticians from the MLSS and CSO.

The primary basis for data cleaning was the development of syntaxes in the Syntax Editor of the SPSS. The syntaxes were then applied on the raw data to identify possible inconsistencies.

Inconsistencies arising from the raw data were removed through imputational procedures. The 2008 LFS is the basis for the formulation of the statistical tables for the 2012 LFS report. A set of descriptive tables was proposed to senior management in the MLSS and CSO.

Access policy

CONTACTS

Name	Affiliation	Email	URL
Head of Dissemination	Zambia Statistics Agency	info@zamstats.gov.zm	Link

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3. No attempt will be made to re-identify respondents, and no use will be made of the identity of any person or

establishment discovered inadvertently.

CITATION REQUIREMENTS

ZamStats(2012). 2012 Labour Force Survey, Lusaka, Zambia

ACCESS AUTHORITY

Name	Affiliation	Email	URL
Zambia Statistics Office	Ministry of Finance and National Planning	info@zamstats.gov.zm	Link

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Metadata production

DDI DOCUMENT ID

DDI-ZMB-CSO-LFS-2012-v1.0

PRODUCERS

Name	Abbreviation	Affiliation	Role
Central Statistical Office	CSO	Ministry of Finance	Documentation of Survey

DATE OF METADATA PRODUCTION

2026-02-18

DDI DOCUMENT VERSION

Version 1.0 (January 2026)

Data Dictionary

Data file	Cases	Variables
ZM_2008LFS_Data_ANONYMIZE The File contains data on the following:		
Demographic Characteristics of the Population Economically Active and Inactive Population Employed Population Under Employed Population Formal and Informal Sector Employment Unemployment Income for Paid Employees Skills Training	130045	106

Download related resources

Questionnaires

LFS 2012 Questionnaire

Title LFS 2012 Questionnaire
Country Zambia
Language English
Filename LFS 2012 Questionnaire.pdf

Reports

2012 Labour Force Report

Title 2012 Labour Force Report
Country Zambia
Language English
Filename 2012 Labour Force Report.pdf

Other materials

2012 LFS Enumerators Manual

Title 2012 LFS Enumerators Manual
Country Zambia
Language English
Filename 2012 LFS Enumerators Manual.pdf
