

Lesotho Indicator Survey Data Set

1. Introduction

This document provides additional information on the data collected in Lesotho from 15 September 2008 to 13 February 2009 as part of the Indicator Survey, an initiative of the World Bank.

The objective of the Indicator Surveys is to obtain feedback from enterprises in client countries on the state of the private sector as well as to build a panel of enterprise data that will make it possible to track changes in the business environment over time and allow, for example, impact assessments of reforms.

Through interviews with firms in the manufacturing and services sectors, the Indicator Survey data provides information on the constraints to private sector growth and is used to create statistically significant business environment indicators that are comparable across countries.

The report describes the sampling design of the survey, the structure of the dataset and additional information that may be useful when using the data, including information on non-response rates, the calculation of sample weights and country-specific factors that may have affected survey implementation.

2. Survey Target Population

The whole population, or the universe, covered in the Indicator Surveys is the non-agricultural economy. It comprises: all manufacturing sectors according to the ISIC Revision 3.1 group classification (group D), construction sector (group F), services sector (groups G and H), and transport, storage, and communications sector (group I). Note that this population definition excludes the following sectors: financial intermediation (group J), real estate and renting activities (group K, except sub-sector 72, IT, which was added to the population under study), and all public or utilities-sectors.

For Lesotho, the sectors included in the sample by two-digit ISIC code are as follows:

Manufactures: 15, 17, 18, 24, 25, 28, 29, 31

Services: 45, 50, 51, 52, 55, 72, 60

The original aim was to obtain 75 interviews with manufacturing establishments and 75 with establishments in the services sectors.

Only 120 eligible manufacturing establishments were found in the enumerated blocks. It was doubted that 75 interviews could be obtained from that number. Therefore, all 120 were issued with instructions to interview as many as possible from those confirmed to be eligible.

Establishments from the services sectors were divided into three preferences where available. Interviewers were to attempt interviews with the first preferences before they could move on to subsequent preferences.

Later, when it was found that 75 interviews would not be obtained from the manufacturing enterprises, additional services establishments were issued to bring the total interviews to 150.

In the Indicator Surveys, the requirements for registration are defined on a country-by-country basis using the information collected by Doing Business and information from the in-country contractors. In Lesotho, registered firms were defined as firms that had a Tax Identification Card (carte d'identification fiscale).

3. Sampling for Registered Establishments

The sample for registered establishments in Lesotho was selected using stratified random sampling, following the methodology explained in the *Sampling Manual*.¹ As discussed in greater detail in the *Sampling Manual*, stratified random sampling was preferred over simple random sampling in the Indicator Surveys for several reasons:^{2,3}

- a. To obtain unbiased estimates for different subpopulations within the economy with some known level of precision.
- b. To obtain unbiased estimates for the whole population.
- c. To ensure that the final sample includes establishments from all relevant sectors in the country and that it is not concentrated in one or two of industries/sizes.
- d. To exploit the benefits of stratified sampling where population estimates, in many cases, will be more precise than using a simple random sampling method (i.e., lower standard errors, other things being equal.)
- e. Stratification may also produce a smaller bound on the estimation errors than would be produced by a simple random sample of the same size. This result is particularly true if measurements within strata are homogeneous.
- f. The cost per observation of collecting the survey data may be reduced by stratifying the population elements into convenient groupings.

Three levels of stratification were used in the Lesotho sample: firm sector and firm size.

Industry stratification was designed as follows: the universe was stratified into one manufacturing industry and one services industry (retail). The initial sample design had a target of 75 interviews each in the services and manufacturing categories, though this sample design was later adjusted to reflect the low prevalence of establishments in Lesotho.

Size stratification was defined following the standardized definition used for the Indicator Surveys: small (5 to 19 employees), medium (20 to 99 employees), and large (more than 99 employees). For stratification purposes, the number of employees was defined on the basis of reported permanent full-time workers.

¹ The complete text of the *Sampling Manual* can be found at http://www.enterprisesurveys.org/documents/Implementation_note.pdf

² A stratified random sample is one obtained by separating the population elements into non-overlapping groups, called strata, and then selecting a simple random sample from each stratum. (Richard L. Scheaffer; Mendenhall, W.; Lyman, R., "Elementary Survey Sampling", Fifth Edition).

³ See Cochran, W., 1977, pp. 89; Lohr, Sharon, 1999, pp. 95.

4. Sampling implementation

Given the stratified design, sample frames containing a complete and updated list of establishments as well as information on all stratification variables (number of employees, industry, and region) are required to draw the sample for the Indicator Surveys.

It was not possible to obtain a single usable frame for Lesotho. Instead frames were obtained from two government branches: The Chamber of Commerce and The Ministry of Trade, Industry, Cooperatives and Marketing. Those frames were merged and duplicates removed to provide the frame used for the survey.

Universe Figures for Lesotho

Sources: Lesotho Chamber of Commerce and the Ministry of Trade, Industry, Cooperatives, and Marketing

Employees	Sector		Grand Total
	Manufacturing	Services	
5-19	44	3,327	3,371
20-99	15	472	487
100+	61	68	129
	120	3,867	3,987

The quality of the frame was assessed at the onset of the project and was not immune from the typical problems found in establishment surveys: positive rates of non-eligibility, repetition, non-existent units, etc. Given the impact that non-eligible units included in the sample universe may have on the results, adjustments may be needed when computing the appropriate weights for individual observations. The percentage of confirmed non-eligible units as a proportion of the total number of sampled establishments contacted for the survey was 36.45% (160 out of 439 establishments for the sample).⁴

5. Database Structure

Only one questionnaire – the Indicator Questionnaire – was used for all sectors.

All variables in the database are named using, first, the letter of each section and, second, the number of the variable within the section, i.e. *a1* denotes section *A*, question *1*. Variable names preceded by a prefix “*AF*” indicate questions specific to the Africa region; these questions may not have been asked in Indicator Surveys conducted in countries in other regions. All other variables are global and are present in all country surveys conducted throughout the world. All variables are numeric with the exception of those variables with an “*x*” at the end of their names. The suffix “*x*” indicates that the variable is alpha-numeric.

⁴ Appendix B shows the tabulations for the Lesotho sample of registered firms of response codes that are classified as eligible and non-eligible.

The variable *idstd* uniquely identifies each establishment at the global level.

The variables *a2* (sampling region), *a6a* (sampling establishment's size), and *a4a* (sampling sector) contain the establishment's classification into the strata chosen for each country using information from the sample frame. These variables generate the strata cells for each industry/region/size combination. The variables containing the sample frame information are included in the data set for researchers who may want to further investigate statistical features of the survey and the effect of the survey design on their results.

-*a2* is the variable describing the sampling regions

-*a6a*: coded using the definition for micro, small, medium, and large establishments as discussed above. The code -9 was used to indicate units for which size was undetermined in the sample frame.

-*a4a*: coded using ISIC codes for the industries that comprise the manufacturing, services, and residual categories used in the stratification. These codes include most manufacturing industries (15 to 37), and retail, and IT for services (52, and 72 respectively). All establishments within the 'other manufacturing' stratum were coded with *a4a*=2.

-*id*: each firm is given a unique ID number at the country level

Note that these variables may not coincide with reality for some establishments as sample frames may contain information that is later found to be inaccurate.

The surveys were implemented following a two stage procedure. In the first stage a screener questionnaire was administered over the phone to determine sampled establishment's eligibility for the survey and to make appointments; in the second stage, a face-to-face interview took place with the Manager/Owner/Director of each establishment. The variables *a4b* and *a6b* contain the industry and size of the establishment from the screener questionnaire. Variables *a8* to *a11* contain additional information that was collected in the screening phase.

The main questionnaire contains variables for location (*a3x*), industry (*d1a2*), and number of employees (*l1*, *l6* and *l8*) that more accurately reflect describe the characteristics of establishments than the information provided on these variables in the sample frame or the screener.

A distinction should be made between the variable *a4a* and *d1a2* (*industry expressed as ISIC rev. 3.1 code*). The former gives the establishment's classification into industry-strata based on information available from the sample frame, whereas variable *d1a2* indicates the actual ISIC code of the main output of the establishment as answered by the interviewee. This variable is probably the most accurate variable with which to classify establishments by activity.

Variable *a3x* indicates the actual location of the establishment. There may be divergences between the location in the sampling frame and the actual location, as establishments may be listed in one place on the sample frame but the actual physical location is in another place.

Variables 11, 16 and 18 provide a more accurate measure of employment and account for both permanent and temporary employment. Special efforts were made to make sure that this information was not missing for most establishments.

6. Universe Estimates

Special care is given to the correct computation of universe estimates and weights in the Indicator Surveys. Considering the varying quality of sample frames across countries, it is important to accurately adjust the universe totals within each region/industry/size stratum to account for the presence of ineligible units in the sampling frame.⁵ The information collected during the screening process is used to scale down the universe estimate for each cell by the observed proportion of ineligible units within the cell.

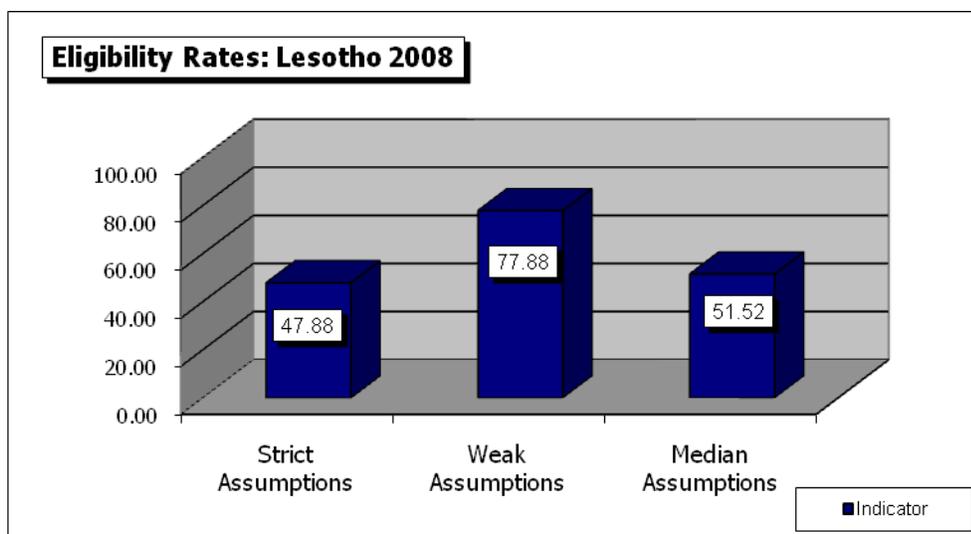
Of course, different assumptions about the eligibility of establishments result in different adjustments to the universe cells and thus different sampling weights. For some establishments where contact was not successfully completed during the screening process it is not possible to directly determine eligibility. Three sets of assumptions on establishment eligibility are considered:

a- Strict assumption: eligible establishments are only those for which it was possible to directly determine eligibility. The resulting weights are included in the variable *w_strict*.

b- Median assumption: eligible establishments are those for which it was possible to directly determine eligibility and those that rejected the screener questionnaire or an answering machine or fax was the only response. The resulting weights are included in the variable *w_median*.

c- Weak assumption: in addition to the establishments included in points a and b, all establishments for which it was not possible to contact or that refused the screening questionnaire are assumed eligible. This definition includes as eligible establishments with dead or out of service phone lines, establishments that never answered the phone, and establishments with incorrect addresses for which it was impossible to find a new address. The resulting weights are included in the variable *w_weak*. Under the weak assumption only observed non-eligible units are excluded from universe projections. The following graph shows the different eligibility rates under each set of assumptions.

⁵ For example, ineligible units could include: firms that discontinued businesses, education or government establishments, establishments with less than 5 employees in the ES sample, establishments where there was no reply after having called in different days of the week and in different business hours, the number was out of order, no tone in the phone line, answering machine, fax line, wrong address or moved away and could not obtain new contact information.



Universe estimates for the number of establishments in each industry-region-size cell in Lesotho were produced for the strict, weak and median eligibility definitions. Appendix C shows the universe estimates of the numbers of registered establishments based on the strict, weak and median relative estimates.

Once an accurate estimate of the universe cell projection was made, weights for the probability of selection were computed using the number of completed interviews for each cell.

7. Weights

Since the sampling design was stratified and employed differential sampling of the strata, individual observations should be properly weighted when making inferences about the population. Under stratified random sampling unweighted estimates are biased unless sample sizes are proportional to the size of each stratum. With stratification the probability of selection of each unit is, in general, not the same. Consequently, individual observations must be weighted by the inverse of their probability of selection (probability weights or pw in Stata.)⁶

Two sets of weights for each cell were computed using the strict, weak, and median assumptions on establishment eligibility. The first set of estimates calculated proportions using the raw sample count for each cell. However, for many cells the sample numbers of interviewed establishments are small, and eligibility rates and adjusted universe cells projections for those cells are subject to relatively large sampling variations. Therefore a second set of more robust estimates (collapsed weights) that use the multiples of the relative eligibility rates for each industry, size, and region was also produced. The collapsed weights are based on larger samples than the individual cells and thus produce values with smaller sampling variations. The data sets include only the robust weights.

⁶ This is equivalent to the weighted average of the estimates for each stratum, with weights equal to the population shares of each stratum.

Appendix D shows the cell weights for registered establishments in Lesotho.

8. Appropriate use of weights

As discussed above, under stratified random sampling weights should be used when making inferences about the population. Any estimate or indicator that aims at describing some feature of the population should take into account that individual observations may not represent equal shares of the population.

However, there is some discussion on the proper use of weights in regressions (see Deaton, 1997, pp.67; Lohr, 1999, chapter 11, Cochran, 1953, pp.150). There is not strong large sample econometric argument in favor of using weighted estimation for a common population coefficient if the underlying model varies per stratum (stratum-specific coefficient): both simple OLS and weighted OLS are inconsistent under regular conditions. However, weighted OLS has the advantage of providing an estimate that is independent of the sample design. This latter point may be quite relevant for the Indicator Surveys as in most cases the objective is not only to obtain model-unbiased estimates but also design-unbiased estimates (see also Cochran, 1977, pp 200 who favors the used of weighted OLS for a common population coefficient).

From a more general approach, if the regressions are descriptive of the population then weights should be used. The estimated model can be thought of as the relationship that would be expected if the whole population were observed.⁷ If the models are developed as structural relationships or behavioral models that may vary for different parts of the population, there is no reason to use weights.

9. Non-response

The Indicator Surveys, along with all other surveys, suffer from both survey non-response and item non-response. The former refers to refusals to participate in the survey altogether whereas the latter refers to the refusals to answer some specific questions. Different strategies were used to address these issues.

Survey non-response was addressed by maximizing efforts to contact establishments that were initially sampled. When the survey frame was extracted from the sampling frame, several establishments with the same strata characteristics were randomly selected for each interview and each establishment was assigned a preference number.⁸ Substitutions of replacement establishments were made in order to help achieve targets on the number of interviews for each stratum. Extensive efforts were made to complete interviews with each first preference establishment before contact with a replacement establishment was allowed. At least four

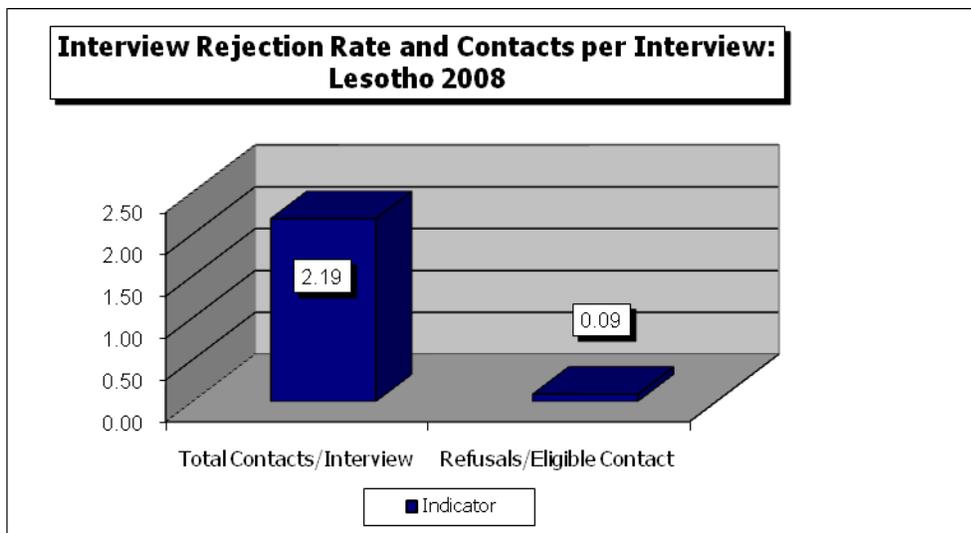
⁷ The use weights in most model-assisted estimations using survey data is strongly recommended by the statisticians specialized on survey methodology of the JPSM of the University of Michigan and the University of Maryland.

⁸ In cases where the number of contacts initially drawn from the sample frame are insufficient to obtain an interview with the targeted number of establishments in a given strata, additional contacts for that strata may be drawn from the sampling frame. If all establishments in that strata have already been contacted and the sample target has not been reached, the sample design may be adjusted to allow additional interviews in other strata.

attempts were made to contact each sampled establishment for an interview at different times/days of the week before a replacement establishment was allowed to be contacted for an interview.

Further research is needed on survey non-response in the Indicator Surveys regarding the potential introduction of bias through substitution and non-response.

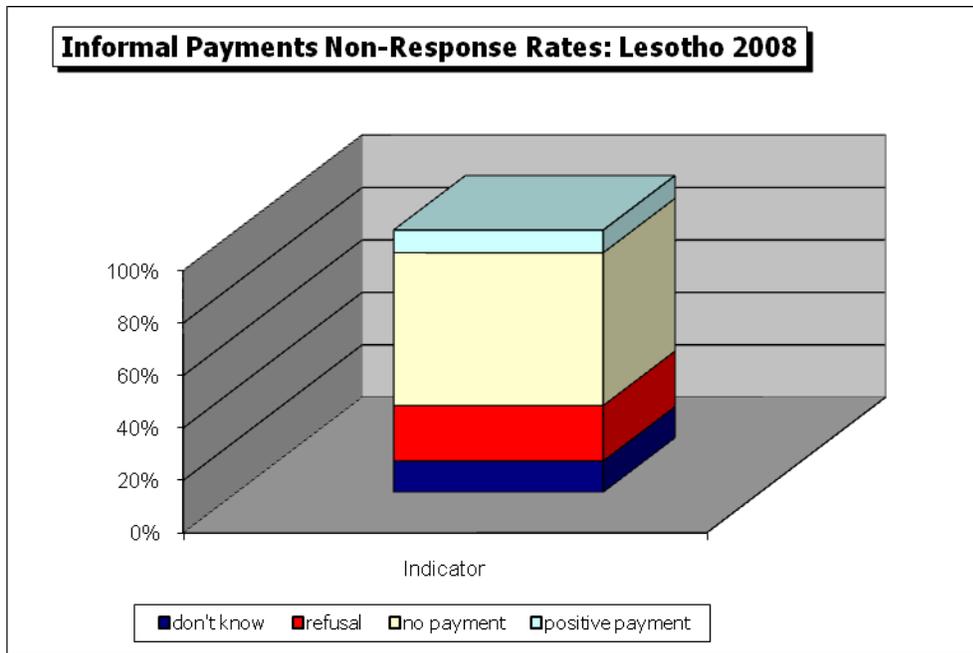
As the following graph shows, the number of contacted establishments per realized interview was 2.19. This number is the result of two factors: explicit refusals to participate in the survey, as reflected by the rate of rejection (which includes rejections of the screener and the main survey) and the quality of the sample frame, as represented by the presence of ineligible units (e.g., establishments that closed or were in ineligible sectors). Refusal rates are also shown in the graph below. For each establishment eligible for an interview, 0.09 refused to participate.



In completed surveys, item non-response was addressed by two strategies:

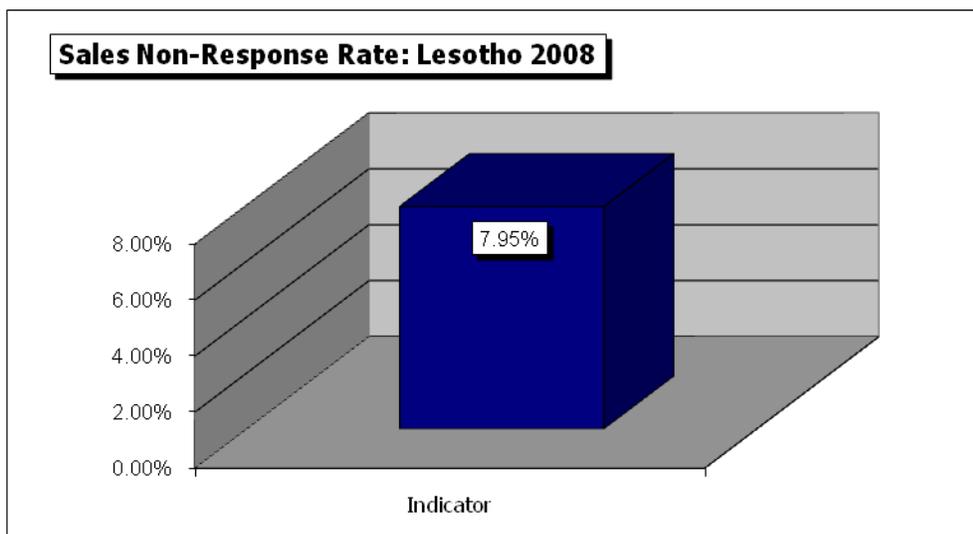
- a- For sensitive questions that may generate negative reactions from the respondent, such as corruption or tax evasion, enumerators were instructed to collect the refusal to respond (-7) as a different option from don't know (-9).

The following graph shows the breakdown of answers about the total amount of informal payments made annually (variable *j7b*) by questionnaire type.



b- Establishments with incomplete information on important questions including total sales, cost figures and employment levels were re-contacted in order to complete this information. However, re-contacts did not fully eliminate low response rates for some items.

The following graph shows non-response rates for the sales variable, *d2*, by type of questionnaire.⁹



This report summarizes statistics on rejection rates, eligibility rates, and item non-response to alert researchers of these issues when using the data and when making inferences. Item non-

⁹ Please note that the question on total sales does not have a “refuse to answer” option, thus the non-response rates in the graph above reflect DKs and NAs as well as any missing values.

response, selection bias, and imperfect sampling frames are not unique to Lesotho or the Indicator Surveys. All surveys suffer from these issues although they may not be made explicit.

10. Country specific comments

Local Agency team involved in the study:

Local Agency	Name: activQuest Country: Lesotho Membership of international organisation: Activities since: 2005
Name of Project Manager	Sipho Kunene, Managing Director
Name and position of other key persons of the project:	Edward Okoth, Research Manager, Country Coordinator
Enumerators involved:	Enumerators: 49 Recruiters: 49 (Enumerators were given the responsibility of recruiting their own respondents. This enabled a building of rapport with the respondents as well managing the recruitment process.)
Other staff involved:	Fieldwork Coordinators: 2 Data editing: 2 Data Entry: 3

Comments on sample frame:

Characteristic of sample frame used:	The overall sample frame was developed from the lists of existing and available registered business listings. The lists were collected from various sources and updated regularly. In most of the cases, they contain for each company: - Name of the firm - Address, telephone number, fax number etc. of the Firm - Ownership and capitalization. - Region and city - Activity description; Industry Type. - Number of employees
Source:	- Ministry Of Trade And Industry, Cooperatives And Marketing- Licensing and registration of services and manufacturing companies in Maseru. (Each district has a separate registration process.) - Lesotho National Development Corporation – List of Existing Assisted Companies (Especially FDI Textile Companies) - Maseru Chamber of Commerce Membership List.

	- Ministry of Public Works – Registration of Construction Companies –all construction companies are supposed to register with the Ministry to operate, subsequent to registering with the Ministry of Trade and Industry (above), therefore more accurate listing.
Year:	2008; continuously updated since the government has recently migrated to an electronic database and registration system.
Comments on the quality of sample frame:	- The sample frame’s information was not accurate, especially for the employee size, location and contact information. This required numerous re-sampling to compensate ineligible establishments. - The primary Lesotho sample frame was too short for the target number of companies in the sample, therefore the list was exhausted a number of times and top up samples had to be built and selected. This exercise extended the fieldwork.
Other sources for companies statistics	None

Comments on sample:

Comments/ problems on sectors and regions selected in the sample:	<p>On sectors: The services sector was populated with small cafes, which because lack of information on the number of employees was oversampled. The final samples however addressed this fully, giving representation to more categories and sizes of companies in Lesotho.</p> <p>On regions: The region selected was the capital city where the majority of businesses are located. However, the textile industry, which forms the core of the manufacturing sector in Lesotho, is located in two regions, but they are centrally registered. This made attainment of the manufacturing sector quotas difficult as most registered manufacturing firms are textile.</p>
Comments on the response rate:	<p>Due to poor contact information, time was spent recruiting physically, which entailed physically finding the enterprises.</p> <p>A number of respondents refused to partake in the study questioning the validity of the exercise, specifically requiring for personal letters or direct notification from the World Bank.</p> <p>It was hard to convince the top-managers to partake in</p>

	<p>the survey and some appointments were not honored due to other engagements by the respondents;</p> <p>Some of the respondents refused to participate in the survey when the interviewer went to the appointment;</p> <p>Language barriers were found in many manufacturing companies (textiles) as they are owned by Asians from mainland China and did not communicate in English. Most of the respondents hesitated to give the financial information of their establishments;</p> <p>There was a week long national cultural festivity in October which prevented field work as most businesses dedicated their staff to the event;</p> <p>Respondents were unavailable, which led to loose time with numerous call-backs for recruitment and interview; this was also the case during call backs for data verification, respondents claiming that they could not offer any clarifications on provided information.</p>
Comments on the sample design:	<p>The sample preference system of determining eligibility was too rigidly enforced (understandably for validity of the sample frame), which led to a rapidly depleted sample due to nonresponse. This was coupled with the fact that the number of companies per interview was too small -3, which ought to be at least 5 (as it turned out). The manufacturing sector list was very short, not taking into consideration non-response scenarios.</p>

Comments on Fieldwork:

Date of Fieldwork	29 September through 20 November 2008
Country	Lesotho
Interview number	Manufactures: 56 Services: 95
Problems found during fieldwork:	<p>Business respondents were wary of World bank exercise due to the fact they did not see the results of these studies conducted with a high frequency in Lesotho (respondent fatigue). This increased non-response based on refusals.</p> <p>The short sample frame lengthened the field work exercise as new samples had to be generated, a time consuming exercise.</p>

	Reporting was a challenge when there were no new updates due to depleted samples and a rigid preference system.
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Questionnaires:

Problems for the understanding of questions (write question number)	C9: calculating losses based on power outages was a challenge as most respondents were not able to accurately determine such losses. Respondents gave a response, regardless of the logical debate, which reduces the value of the data provided, data editing required numerous call backs to try and clarify the illogical responses.
Problems found in the navigability of questionnaires (for example, skip patterns).	None
Comments on questionnaire length:	None
Suggestions or other comments on the questionnaire:	<p>The use of summary categorization tables may provide an opportunity to give more calculated figures, such as production levels, incomes, etc. The pre-emptying may enable the respondent to apply some thought to their responses and guide the interviewers as well.</p> <p>AFD.5a: Determining the clearing costs was not sufficiently appreciated, a guide of such costs for each category of consignments, as well as existing tariffs and trade relations such as AGOA, EPA, COMESA and SACU etc need to be tabulated by the local agency or the World Bank to control that component. Note that this is cost is exclusive of bribery. The data may be strengthened by this consideration.</p> <p>D.14: The question should be based on region of imports in terms of trade relations. In Lesotho, on average goods from South Africa will clear faster due to the trade relations and frequency of such imports and exports and proximity of ports. However, the further out they go or come from, the duration fluctuates. Perhaps, an assessment of duration with most frequent trade partner versus the rest.</p> <p>AFN.1d: Determination of intermediate goods and their value was more apparent for some sectors compared to others. Some thought should go designing this question based on sector, such manufacturing versus services e.g retail in general stores versus a steel manufacturing plant.</p>

Database:

Comments on the data entry program:	None
Comments on the data cleaning:	Approx. 10% of data needed cleaning. These errors mainly resulted from DE.

Country situation:

General aspects of economic, political or social situation of the country that could affect the results of the survey:	Lesotho imports most of its material inputs for all sectors; this may not be clearly represented in the data due to the definition of material inputs especially in the services sector.
Relevant country events occurred during fieldwork:	None

References

Cochran, William G., Sampling Techniques, 1977.

Deaton, Angus, The Analysis of Household Surveys, 1998.

Levy, Paul S. and Stanley Lemeshow, Sampling of Populations: Methods and Applications, 1999.

Lohr, Sharon L. Sampling: Design and Techniques, 1999.

Scheaffer, Richard L.; Mendenhall, W.; Lyman, R., Elementary Survey Sampling, Fifth Edition, 1996

Appendix A

Original Sample Design

The original aim was to obtain 75 interviews with manufacturing establishments and 75 with establishments in the services sectors.

Only 120 eligible manufacturing establishments were found in the enumerated blocks. It was doubted that 75 interviews could be obtained from that number. Therefore, all 120 were issued with instructions to interview as many as possible from those confirmed to be eligible.

Establishments from the services sectors were divided into three preferences where available. Interviewers were to attempt interviews with the first preferences before they could move on to subsequent preferences.

Later, when it was found that 75 interviews would not be obtained from the manufacturing enterprises, additional services establishments were issued to bring the total interviews to 150.

Completed Interviews, Lesotho:

Employees	Sector		Total
	Manufacturing	Services	
5-19	26	50	76
20-99	8	27	35
100+	22	18	40
Total	56	95	151

Appendix B

Indicator Survey Sample

Status Codes

ELIGIBLES		
Eligible	1. Eligible establishment (<i>Correct name and address</i>)	158
	2. Eligible establishment (<i>Different name but same address - the new firm/establishment bought the original firm/establishment</i>)	0
	3. Eligible establishment (<i>Different name but same address - the firm/establishment changed its name</i>)	0
	4. Eligible establishment (<i>Wrong address - the firm/establishment has changed address and the address could be found</i>)	0
	16. Panel firm - now less than five employees	0
Ineligible	5. The establishment has less than 5 permanent full time employees	29
	6. The firm discontinued businesses	5
	7. Not a business: private household	0
	8. Ineligible activity: education, agriculture, finances, governments...	1
Unobtainable	91. No reply (<i>after having called in different days of the week and in different business hours</i>)	2
	92. Line out of order	0
	93. No tone	0
	10. Answering machine	0
	11. Fax line - data line	0
	12. Wrong address/ moved away and could not get the new references	79
	13. Refuses to answer the screener	12
	14. In process (<i>the establishment is being called/ is being contacted - previous to ask the screener</i>)	5
	151. Out of target - outside the covered regions, firm moved abroad	30
	152. Out of target - firm moved abroad	4
	Total	325

Eligibility criteria

Strict eligibility = (Sum of the numbers with codes 1, 2, 3, 4 & 16)/Total

Weak eligibility = (Sum of the numbers with codes 1, 2, 3, 4, 16, 91, 92, 93, 10, 11, 12, & 13)/Total

Median eligibility = (Sum of the numbers with codes 1, 2, 3, 4, 16, 10, 11, 13)/Total

Response Outcomes

Complete interviews (<i>Total</i>)	151
Incomplete interviews	0
Eligible in process	4
Refusals	3
Out of target	35
Impossible to contact	81
Ineligible - coop.	34
Refusal to the Screener	12
Total	320

Appendix C

Universe Estimates, Lesotho: Strict Universe estimates

	Sector		
Employees	Manufacturing	Services	Total
5-19	26	1,143	1,169
20-99	13	274	286
100+	45	34	80
Total	84	1,451	1,535

Weak Universe estimates

	Sector		
Employees	Manufacturing	Services	Total
5-19	31	2,807	2,838
20-99	11	427	438
100+	36	49	85
Total	78	3,283	3,361

Median Universe estimates

	Sector		
Employees	Manufacturing	Services	Total
5-19	26	1,244	1,270
20-99	14	287	301
100+	48	36	83
Total	87	1,567	1,654

Appendix D

Cell Weights Lesotho: Strict Cell weights

	Sector	
Employees	Manufacturing	Services
5-19	1	23
20-99	2	10
100+	2	2

Weak Cell weights

	Sector	
Employees	Manufacturing	Services
5-19	1	56
20-99	1	16
100+	2	3

Median Cell weights

	Sector	
Employees	Manufacturing	Services
5-19	1	25
20-99	2	11
100+	2	2