



GOVERNMENT OF GIBRALTAR

# Employment Survey

## Report

### April 1984



PREFACE

This is the twenty-ninth Employment Survey conducted in Gibraltar and the twenty-second under the Statistics Ordinance (Employment Survey Order 1971) 1970.

The purpose of such surveys is to obtain up-to-date information regarding trends in employment, hours worked and earnings of all employees in Gibraltar. This information assists the Gibraltar Government with decisions on labour matters and is also useful for the compilation of National Accounts for Gibraltar.

I must record my thanks to all those employers who cooperated in this survey.

SEPTEMBER 1984  
ECONOMIC PLANNING  
& STATISTICS OFFICE

GOVERNMENT STATISTICIAN



## 1. COVERAGE

1.1 In April 1984 all known employers were sent Employment Survey questionnaires in respect of employees. Since June 1984 the information received has been processed manually and after sending out three reminders to late respondents, the survey was finally closed in August 1984. The tabulation of the data was completed during September 1984. Response was good and only a small number of employers were excluded in the final tabulation.

## 2. A SUMMARY OF THE RESULTS

2.1 The April 1984 survey shows a fall in the overall level of employment of around 3% to 4% (having regard to survey response), and a slight shift from full-time to part-time employment. The overall employment figure of 11,063 persons represents the lowest figure since 1972. The drop is mainly accounted for by the naval dockyard rundown and some contraction in the wholesale sector. At the time of writing this report, part of the drop in employment had already been offset by recruitment in the new ship-repair company at the dockyard; around 150 employees have been taken on during September 1984, of which over 100 were previously employed by the MOD.

2.2 There was no change in the level of average weekly earnings for full-time men (around £121 per week) between October 1983 and April 1984. There was a marginal earnings increase (2%) among full-time monthly-paid males (now at £743 on average per month).

2.3 Taking the level of average earnings of full-time weekly-paid Gibraltarians, it is estimated that average "take-home" pay, for a married couple with two children, fell in real terms by around 3.5% between April 1983 and April 1984 (see Table 16).

### 3. APPENDIX: LIST OF TABLES

<u>TABLES</u>	<u>PAGE NO</u>
Table 1: Analysis of the no. of employees, April 1984	3
Table 2: Nos. employed by sex, sector and nationality, all employees, April 1984	4
Table 3: Nos. employed full-time weekly by sex, sector and nationality, April 1984	4
Table 4: Nos. employed full-time monthly by sex, sector and nationality, April 1984	5
Table 5: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult males, April 1984	6
Table 6: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, April 1984	7
Table 7: Analysis of average earnings of monthly paid full-time adults, April 1984	8
Table 8: Analysis of average earnings, and hours worked of weekly-paid part-time adults, April 1984	9
Table 9: Industry by sex and nationality - ALL EMPLOYEES, April 1984	10
Table 10: Industry by sex, sector and nationality, all employees, OFFICIAL SECTOR, April 1984	11
Table 11: Industry by sex, sector and nationality, all employees, PRIVATE SECTOR, April 1984	12
Table 12: Movements in nos. employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - April 1984	13, 14, 15
Table 13: Average hourly earnings indices, full-time weekly-paid men and women October 1971 - April 1984	16
Table 14: Movements in nos. employed and average earnings of all monthly-paid employees, October 1971 - April 1984	17, 18, 19
Table 15: Average hourly earnings, indices full-time monthly-paid men and women October 1971 - April 1984	20
Table 16: "Take-home pay", October 1972 - April 1984	21
Table 17: Distribution of average annual earnings of all adult employees, April 1984	22
Definitions	23

Table 1: Analysis of the number of employees, April 1984

	Analysis of Employees	Total	F-Time	P-Time
	All Employees	11063	10091	972
Sex	Male Female	7904 3159	7692 2399	212 760
Sector	Official Private	7018 4045	6687 3404	331 641
Nationality	Gibraltarian U.K. Moroccan Spanish Other	8101 1012 1704 64 182	7353 867 1639 58 174	748 145 65 6 8
Industry	Shipbuilding etc. Other Manuf. Electricity Supply Building and Constr. Wholesale Trade Retail Trade Hotels Restaurants etc. Sea Transport & rel services Other transport Posts & Telecomms. Fin. Services Public Administration Education Services Health Services Other Services	2496 201 201 2161 416 1114 549 256 112 256 490 1181 626 507 497	2403 197 200 2135 342 901 408 248 104 256 450 1164 497 447 339	93 4 1 26 74 213 141 8 8 - 40 17 129 60 158
Occupation Group	Prof, Tech & Rel Admin & Managerial Clerical and Related Sales Workers Service Workers Prod, Constr, etc. workers	1461 413 2199 696 2004 4290	1359 402 2034 553 1542 4201	102 11 165 143 462 89

Table 2: Nos. employed by sex, sector and nationality, all employees, April 1984

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
<u>NATIONALITY</u>										
Gibraltarian	8101	5478	2623	5484	3945	1539	2617	1533	1084	
U.K.	1012	633	379	619	450	169	393	184	209	
Moroccan	1704	1588	116	883	854	29	821	734	87	
Spanish	64	57	7	4	2	2	60	55	5	
Other	182	147	35	28	19	9	154	128	26	
T O T A L	11063	7903	3160	7018	5270	1748	4045	2634	1411	

Table 3: Nos. employed full-time weekly, by sex, sector and nationality, April 1984

FULL-TIME WEEKLY EMPLOYED	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	3912	2929	983	2714	2224	490	1198	705	493
U.K.	429	284	145	221	171	50	208	113	95
Moroccan	1605	1528	77	881	853	28	724	675	49
Spanish	53	49	4	4	2	2	49	47	2
Other	85	67	18	17	14	3	68	53	15
T O T A L	6084	4857	1227	3837	3264	573	2247	1593	654



Table 4: Nos. employed full-time monthly by sex, sector and nationality, April 1984

FULL-TIME MONTHLY EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	3442	2381	1061	2496	1704	792	946	677	269
U.K.	438	339	99	345	277	68	93	62	31
Moroccan	33	31	2	-	-	-	33	31	2
Spanish	5	5	-	-	-	-	5	5	-
Other	89	79	10	9	4	5	80	75	5
T O T A L	4007	2835	1172	2850	1985	865	1157	850	307

Table 5: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult males, April 1984

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult men		4784	46.7	121.37	7.7	22.44
Sector	Official	3213	48.3	127.75	9.2	26.63
	Private	1571	43.3	108.35	4.4	13.88
Nationality	Gibraltarian	2862	47.2	127.13	8.1	23.80
	U.K.	279	47.9	136.73	8.9	31.28
	Moroccan	1527	45.6	108.33	6.7	18.82
	Spanish	49	43.6	106.12	4.8	11.43
	Other	67	46.8	120.30	6.0	18.25
Industry	Shipbuilding etc.	1488	53.9	144.11	14.9	40.60
	Other Manuf.	133	45.8	119.17	7.8	22.64
	Elec. Supply	146	55.0	153.76	16.0	40.64
	Bldg & Constr.	1742	42.8	112.08	3.9	13.57
	W/Sale Trade	150	42.5	95.40	3.1	7.26
	Retail Trade	386	42.4	104.33	3.9	13.60
	Hotels etc.	211	42.8	84.78	2.5	6.53
	Sea Transport & Related Services	111	44.7	150.30	5.8	24.66
	Other Trans	68	43.7	105.64	4.0	14.58
	Posts & Telecomms.	65	41.6	109.38	2.5	6.51
	Fin: Services	17	36.4	106.92	0.5	1.06
	Public Admin.	117	43.6	105.74	4.0	13.04
	Education	30	41.5	99.09	3.3	10.26
	Health	17	46.0	113.87	7.1	22.11
Other Services	103	39.8	98.59	0.7	2.62	
Occupation Group	Prof, Tech & Rel	61	44.5	147.36	4.7	15.07
	Admin & Manag.	73	39.4	123.11	0.8	2.63
	Clerical & Rel.	341	44.9	108.17	5.3	13.73
	Sales Workers	156	41.5	103.56	3.0	10.04
	Service Wkrs	346	44.5	97.37	4.3	11.20
	Prod, Constr, etc. workers	3807	47.4	125.00	8.5	25.24

Table 6: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, April 1984

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult women		1201	39.0	77.22	2.1	5.33
Sector	Official	567	42.0	91.14	4.0	10.34
	Private	634	36.4	64.81	0.4	0.87
Nationality	Gibraltarian	957	38.6	77.25	2.1	5.23
	U.K.	145	40.7	76.69	1.7	4.71
	Moroccan	77	41.1	76.46	3.1	7.55
	Spanish	4	47.8	99.91	10.0	20.95
	Other	18	40.6	78.23	1.1	2.64
Industry	Shipbuilding etc.	275	46.6	101.63	6.5	14.69
	Other Manuf.	50	33.4	69.38	0.7	2.33
	Elec. Supply	-	-	-	-	-
	Bldg & Constr.	60	39.2	78.30	0.1	0.17
	W/Sale Trade	40	32.5	69.90	0.2	0.52
	Retail Trade	278	38.6	64.49	0.4	0.97
	Hotels etc.	134	39.3	65.21	0.5	1.05
	Sea Transport & Related Services	15	31.3	65.18	0.3	1.00
	Other Trans	5	27.0	45.99	-	-
	Posts & Telecomms.	5	30.0	64.81	-	-
	Fin: Services	67	32.3	68.53	-	-
	Public Admin.	69	36.7	79.69	2.0	7.33
	Education	51	27.0	61.77	0.5	1.58
	Health	77	42.0	98.21	4.1	14.97
Other Services	75	36.1	65.02	0.4	0.94	
Occupation Group	Prof, Tech & Rel	9	31.2	68.69	0.8	2.79
	Admin & Manag.	42	35.8	80.71	0.1	0.08
	Clerical & Rel.	263	39.7	79.56	1.6	3.19
	Sales Workers	226	38.1	62.13	0.4	0.89
	Service Wkrs	568	39.2	80.00	3.2	8.47
	Prod, Constr, etc. workers	93	40.8	89.60	2.0	5.65

Table 7: Analysis of average earnings of monthly-paid full-time adults, April 1984

		ADULT MALES		ADULT FEMALES	
		No.	Av. engs	No.	Av. engs
Full-time adults.		2820	742.85	1166	494.74
Sec- tor	Official	1976	796.75	862	529.35
	Private	844	626.06	304	398.72
Natio- nality	Gibraltarian	2366	755.07	1055	497.51
	U.K.	339	789.69	99	486.30
	Moroccan	31	376.09	2	200.00
	Spanish	5	402.19		
	Other	79	429.90	10	343.65
Industry	Shipbuilding etc.	499	907.87	107	515.70
	Other Manuf.	8	910.34	3	490.75
	Electricity	41	847.06	3	415.39
	Bldg & Constr.	270	688.40	41	445.31
	W/Sale Trade	114	680.31	31	362.31
	Retail Trade	182	463.98	31	326.90
	Hotels etc.	41	539.65	22	412.56
	Sea Transport & Rel Services	115	595.26	6	335.29
	Other Transport	17	541.96	14	334.07
	Posts & Telecomms.	144	794.98	41	466.96
	Fin. Services	218	668.82	142	416.93
	Public Admin.	736	771.44	234	458.28
	Education	183	701.55	233	572.19
	Health	136	958.84	217	592.82
Other	116	631.91	41	430.34	
Occupation Group	Prof, Tech & Rel.	790	852.72	491	580.27
	Admin & Manag.	234	866.09	53	430.47
	Clerical & Related	846	653.70	543	436.51
	Sales Workers	124	477.06	24	370.62
	Service Workers	576	744.60	38	460.06
	Prod, Constr, etc. workers	250	748.99	17	447.50

Table 8: Analysis of average earnings and hours worked of weekly-paid part-time adults, April 1984

		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly engs.	No.	Av. wkly hrs.	Av. wkly engs.
All part-time adults		145	17.8	31.86	635	23.0	43.54
Sector	Official	12	26.2	48.99	233	19.5	42.67
	Private	133	17.0	30.31	402	25.0	44.04
Nationality	Gibraltarian	114	17.7	31.95	467	21.9	43.21
	U.K.	5	16.6	34.33	123	25.5	43.76
	Moroccan	22	19.5	31.98	35	28.6	47.09
	Spanish	3	14.3	29.04	3	33.3	49.91
	Other	1	*	*	7	21.5	40.95
Industry	Shipbuilding etc.	6	27.8	53.35	85	18.3	38.54
	Other Manuf.	1	*	*	3	14.0	26.93
	Electricity	-	-	-	-	-	-
	Bldg & Constr.	6	18.8	38.38	16	17.5	52.50
	W/Sale Trade	28	15.9	35.64	20	17.2	31.77
	Retail Trade	37	15.6	28.54	156	22.0	38.10
	Hotels etc.	18	15.7	32.19	116	32.0	49.87
	Sea Transport & rel Services	2	13.5	26.25	4	15.5	24.95
	Other Transport	3	16.7	38.09	5	14.8	29.58
	Posts & Telecomms.	-	-	-	-	-	-
	Fin: Services	1	*	*	20	17.6	42.13
	Public Admin.	1	*	*	10	19.8	41.35
	Education	-	-	-	103	19.7	43.15
	Health	-	-	-	14	21.9	48.89
Other Services	42	20.5	26.90	83	26.8	53.66	
Occupation Group	Prof, Tech & Rel	6	10.2	28.12	7	25.3	60.08
	Admin & Manag.	2	12.5	41.00	4	30.1	68.10
	Clerical & Rel.	29	16.2	28.45	86	22.2	41.74
	Sales Wkrs.	13	18.3	30.15	118	21.8	37.46
	Service Wkrs.	38	19.9	32.01	399	23.5	45.20
	Prod, Contr, wkrs.	57	18.1	33.94	21	22.5	43.27

\* Publication not allowed under Statistics Ordinance

Table 9: Industry by sex and nationality - all employees, April 1984

ALL SECTORS	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	7904	3159	5478	2623	634	378	1588	116	57	7	147
Shipbuilding etc.	2019	477	1438	380	248	70	323	23	5	2	5	2
Other Manuf.	144	57	36	43	22	12	81	2	3	-	2	-
Electricity Supply	196	5	160	5	6	-	30	-	-	-	-	-
Bldg & Constr.	2041	120	1169	116	136	2	704	1	12	-	20	1
Wholesale Trade	312	104	222	97	9	5	66	-	9	-	6	2
Retail Trade	627	487	393	421	39	49	95	10	11	2	89	5
Hotels etc.	273	276	84	80	29	117	143	62	5	3	12	14
Sea Transport & rel services	231	25	175	24	7	-	39	-	3	-	7	1
Other Transport	88	24	60	23	-	-	22	-	5	-	1	1
Posts & Telecomms.	209	47	197	45	3	1	9	1	-	-	-	-
Fin: Services	247	243	239	222	7	18	-	2	-	-	1	1
Public Admin.	862	319	764	303	72	11	23	-	-	-	3	5
Education Services	220	406	187	349	33	57	-	-	-	-	-	-
Health	153	354	148	339	1	8	3	7	-	-	1	-
Other Services	282	215	206	176	22	28	50	8	4	-	-	3

Table 10: Industry, by sex, sector and nationality, all employees OFFICIAL SECTOR

April 1984

OFFICIAL SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	5270	1748	3945	1539	450	169	854	29	2	2	19
Shipbuilding etc.	1951	467	1401	373	236	68	307	22	2	2	5	2
Electricity supply	196	5	160	5	6	-	30	-	-	-	-	-
Bldg & Contr.	1639	104	1066	102	92	1	481	-	-	-	-	1
Retail Trade	31	72	12	45	8	25	1	1	-	-	10	1
Sea Transport & rel Services	63	8	62	8	1	-	-	-	-	-	-	-
Posts & Telecomms.	155	38	145	38	1	-	9	-	-	-	-	-
Public Admin.	862	319	764	303	72	11	23	-	-	-	3	5
Education	219	392	186	335	33	57	-	-	-	-	-	-
Health	151	338	146	325	1	7	3	6	-	-	1	-
Other Services	3	5	3	5	-	-	-	-	-	-	-	-

Table 11: Industry by sex, sector and nationality, all employees PRIVATE SECTOR  
April 1984

PRIVATE SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	2634	1411	1533	1084	184	209	734	87	55	5	128
Shipbuilding etc.	68	10	37	7	12	2	16	1	3	-	-	-
Other Manuf.	144	57	36	43	22	12	81	2	3	-	2	-
Bldg & Constr.	402	16	103	14	44	1	223	1	12	-	20	-
Wholesale Trade	312	104	222	97	9	5	66	-	9	-	6	2
Retail Trade	596	415	381	376	31	24	94	9	11	2	79	4
Hotels etc.	273	276	84	80	29	117	143	62	5	3	12	14
Sea Transport & rel services	168	17	113	16	6	-	39	-	3	-	7	1
Other Transport	88	24	60	23	-	-	22	-	5	-	1	1
Posts & Telecomms.	54	9	52	7	2	1	-	1	-	-	-	-
Fin: Services	247	243	239	222	7	18	-	2	-	-	1	1
Education	1	14	1	14	-	-	-	-	-	-	-	-
Health Services	2	16	2	14	-	1	-	1	-	-	-	-
Other Services	279	210	203	171	22	28	50	8	4	-	-	3



Table 12: Movements in nos. employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971  
- April 1984

Analysis of wkly paid employees		No.	Av. wkly hrs.	Av. wkly engs.	av. ov. hrs.	Av. ov. engs.
<u>Full-time men</u>						
October	1971	6218	49.2	£ 18.00	9.1	£ 3.95
April	1972	6083	50.4	£ 18.71	9.7	£ 4.54
October	1972	5547	48.5	£ 20.08	9.2	£ 4.05
October	1973	5907	50.4	£ 24.76	9.8	£ 5.62
April	1974	6245	48.4	£ 25.85	8.9	£ 5.17
April	1975	6203	48.2	£ 31.91	8.8	£ 6.73
October	1975	6113	48.1	£ 32.81	8.2	£ 5.94
April	1976	6175	47.2	£ 35.33	8.3	£ 6.79
October	1977	5502	48.9	£ 43.00	8.3	£ 9.15
April	1978	5416	46.6	£ 43.64	6.8	£ 7.52
October	1978	5376	48.5	£ 64.15	7.8	£14.12
April	1979	5492	46.5	£ 65.68	6.5	£12.04
October	1979	5513	47.1	£ 73.37	7.7	£14.19
April	1980	5472	46.3	£ 81.64	6.5	£14.81
October	1980	5523	43.8	£ 97.50	5.8	£14.82
April	1981	5433	45.7	£ 98.04	6.2	£16.86
October	1981	5435	45.8	£110.03	6.6	£21.02
April	1982	5361	48.8	£118.28	9.4	£29.26
October	1982	5214	46.1	£115.56	6.6	£20.95
April	1983	5233	45.7	£119.26	6.7	£22.75
October	1983	5050	45.8	£121.70	6.5	£22.46
April	1984	4784	46.7	£121.37	7.7	£22.44
<u>Part-time men</u>						
October	1971	402	21.6	£ 6.30	-	-
April	1972	301	21.5	£ 6.55	-	-
October	1972	405	17.8	£ 6.66	-	-
October	1973	459	17.2	£ 7.75	-	-
April	1974	345	18.7	£ 7.74	-	-
April	1975	433	19.2	£ 10.73	-	-
October	1975	363	18.9	£ 10.60	-	-
April	1976	272	19.1	£ 11.87	-	-
October	1977	204	16.3	£ 14.52	-	-
April	1978	221	17.1	£ 17.30	-	-
October	1978	200	16.6	£ 18.72	-	-
April	1979	248	17.3	£ 23.65	-	-
October	1979	203	19.2	£ 17.94	-	-
April	1980	219	19.3	£ 29.79	-	-
October	1980	264	19.6	£ 35.75	-	-
April	1981	224	18.4	£ 28.21	-	-
October	1981	225	18.3	£ 28.66	-	-
April	1982	181	18.9	£ 30.44	-	-
October	1982	161	17.9	£ 31.41	-	-
April	1983	144	18.5	£ 34.21	-	-
October	1983	162	19.1	£ 34.40	-	-
April	1984	145	17.8	£ 31.86	-	-

Analysis of wkly paid employees		No.	Av. wkly hrs.	Av. wkly engs.	Av. ov. hrs.	Av. ov. engs.
<u>Full-time women</u>						
October	1971	960	42.0	£10.64	1.7	£0.58
April	1972	864	42.3	£11.11	2.2	£0.69
October	1972	1121	39.4	£11.62	2.1	£0.71
October	1973	949	43.0	£14.99	2.4	£1.10
April	1974	1096	41.4	£16.43	2.0	£1.15
April	1975	1025	41.7	£21.74	1.7	£0.94
October	1975	979	40.8	£22.68	2.0	£1.24
April	1976	959	41.1	£24.59	1.3	£0.89
October	1977	1044	40.1	£31.06	1.9	£2.02
April	1978	1087	40.5	£31.25	2.3	£2.15
October	1978	1095	40.5	£44.26	2.0	£3.24
April	1979	1091	41.2	£46.42	2.1	£3.37
October	1979	1116	39.7	£47.02	1.4	£2.50
April	1980	1109	40.1	£54.66	1.4	£2.77
October	1980	1106	40.0	£64.27	1.7	£3.94
April	1981	1166	39.6	£63.55	1.7	£3.77
October	1981	1220	39.1	£67.95	1.9	£4.58
April	1982	1186	39.2	£69.72	1.9	£4.71
October	1982	1293	38.9	£71.67	1.7	£4.33
April	1983	1266	39.2	£73.12	1.6	£4.47
October	1983	1311	38.4	£75.78	1.7	£4.84
April	1984	1201	39.0	£77.22	2.1	£5.33
<u>Part-time women</u>						
October	1971	410	24.4	£ 6.52	-	-
April	1972	308	21.6	£ 6.18	-	-
October	1972	251	20.0	£ 6.65	-	-
October	1973	417	20.5	£ 7.31	-	-
April	1974	410	19.3	£ 8.08	-	-
April	1975	516	20.6	£11.58	-	-
October	1975	505	20.7	£11.53	-	-
April	1976	549	19.7	£12.52	-	-
October	1977	493	25.8	£14.18	-	-
April	1978	491	19.3	£15.19	-	-
October	1978	591	18.6	£21.18	-	-
April	1979	592	19.3	£21.85	-	-
October	1979	461	19.4	£23.38	-	-
April	1980	492	16.9	£26.58	-	-
October	1980	607	19.5	£31.75	-	-
April	1981	529	19.5	£30.09	-	-
October	1981	475	21.1	£31.53	-	-
April	1982	512	20.1	£32.85	-	-
October	1982	538	19.3	£34.40	-	-
April	1983	595	20.5	£37.79	-	-
October	1983	576	20.6	£39.06	-	-
April	1984	635	23.0	£43.54	-	-

Analysis of wkly paid employees		No.	Av. wkly hrs.	Av. wkly engs.	Av. ov. hrs.	Av. ov. engs.
<u>Full-time juv.</u>						
<u>MALES</u>						
October	1971	483	42.4	£ 8.91	3.1	£1.08
April	1972	220	43.0	£ 9.10	3.4	£0.88
October	1972	454	41.4	£11.12	3.2	£1.08
October	1973	399	42.1	£12.39	2.6	£1.15
April	1974	366	41.4	£13.81	2.5	£1.03
April	1975	367	38.8	£18.57	1.5	£0.67
October	1975	391	40.6	£18.19	1.9	£0.98
April	1976	319	39.6	£17.83	1.6	£0.71
October	1977	231	38.7	£19.50	0.6	£0.50
April	1978	186	39.7	£18.07	0.8	£0.43
October	1978	140	39.6	£41.32	1.2	£1.11
April	1979	138	40.4	£29.86	0.4	£0.59
October	1979	127	40.0	£28.36	-	-
April	1980	89	41.8	£39.01	1.8	£1.90
October	1980	130	40.5	£40.33	0.8	£1.15
April	1981	125	40.7	£45.87	1.5	£2.52
October	1981	134	40.7	£50.84	1.1	£1.93
April	1982	123	42.0	£52.70	2.3	£4.37
October	1982	113	40.9	£53.96	1.3	£2.16
April	1983	120	41.4	£60.35	2.3	£4.62
October	1983	100	40.7	£59.15	2.1	£4.09
April	1984	73	44.2	£68.80	5.2	£9.16
<u>Full-time juv.</u>						
<u>FEMALES</u>						
October	1971	261	41.3	£ 7.63	0.7	£0.19
April	1972	157	41.4	£ 8.39	1.4	£0.35
October	1972	218	40.9	£ 8.80	1.0	£0.23
October	1973	162	39.7	£10.56	0.4	£0.12
April	1974	188	37.0	£10.81	0.4	£0.18
April	1975	155	39.0	£16.19	0.6	£0.42
October	1975	181	40.8	£19.11	1.2	£0.65
April	1976	93	40.5	£18.35	1.0	£0.50
October	1977	70	40.4	£17.70	0.8	£0.60
April	1978	86	39.6	£20.63	0.4	£0.26
October	1978	85	39.6	£30.27	0.8	£0.89
April	1979	79	40.5	£29.87	0.3	£0.25
October	1979	74	38.0	£29.98	-	-
April	1980	69	37.5	£30.80	-	-
October	1980	66	38.4	£35.71	0.7	£0.76
April	1981	62	39.7	£36.26	0.5	£0.61
October	1981	51	39.0	£39.16	-	-
April	1982	56	39.6	£40.44	0.3	£0.47
October	1982	75	39.2	£44.57	0.2	£0.19
April	1983	62	38.9	£44.94	0.2	£0.23
October	1983	64	39.0	£42.65	0.3	£0.38
April	1984	26	40.0	£45.75	0.6	£0.58

- Note: 1. The no. of juveniles recorded in April 1976 has dropped since the definition of "juveniles" has been changed to cover employees under 13 years of age and not under 21 as in previous surveys.
2. Surveys for October 1976 and April 1977 were incomplete due to the industrial dispute in 1976.

Table 13: Average Hourly Earnings indices, full-time weekly-paid men and women October 1971 - April 1984 (October 1971 = 100.00)

MONTH	Av. Hrly Engs. Index		I.R.P.
	A. MALES	A. FEMALES	(ALL TYPES)
October 1971	100.0	100.0	100.0
April 1972	101.5	103.7	105.8
October 1972	113.2	116.1	110.3
October 1973	134.3	137.6	125.7
April 1974	146.0	156.7	138.0
April 1975	180.9	205.8	167.5
October 1975	186.4	219.5	175.9
April 1976	204.6	236.2	186.2
October 1977	240.3	305.8	231.1
April 1978	256.0	306.4	240.7
October 1978	361.5	431.5	262.3
April 1979	386.0	444.8	280.2
October 1979	425.6	467.6	305.2
April 1980	481.9	538.1	318.5
October 1980	608.4	634.3	332.8
April 1981	586.3	633.6	343.6
October 1981	656.6	686.1	363.3
April 1982	662.4	702.2	377.3
October 1982	685.1	727.4	391.3
April 1983	713.2	736.4	397.6
October 1983	726.2	779.1	411.7
April 1984	710.3	781.7	421.4

Table 14: Movements in nos. employed and average earnings of  
all monthly-paid employees October 1971 - April 1984

Analysis of monthly-paid employees	No.	Av. Earnings
<u>Full-time men</u>		
October 1971	2141	£106.34
April 1972	1923	£113.17
October 1972	2177	£128.18
October 1973	2266	£143.51
April 1974	2272	£149.96
April 1975	2253	£180.69
October 1975	2272	£192.14
April 1976	2502	£231.44
October 1977	2601	£262.68
April 1978	2661	£286.88
October 1978	2678	£416.71
April 1979	2735	£439.76
October 1979	2707	£469.00
April 1980	2777	£495.50
October 1980	2939	£562.80
April 1981	2906	£581.40
October 1981	2832	£628.71
April 1982	2949	£654.23
October 1982	2915	£691.54
April 1983	2877	£697.28
October 1983	2936	£725.32
April 1984	2820	£742.85
<u>Part-time men</u>		
October 1972	3	£ 26.46
October 1973	34	£ 26.45
April 1974	16	£ 27.47
April 1975	65	£ 33.74
October 1975	45	£ 39.48
April 1976	90	£ 54.51
October 1977	63	£ 57.68
April 1978	91	£ 58.00
October 1978	108	£108.98
April 1979	112	£ 86.20
October 1979	63	£ 89.83
April 1980	71	£126.56
October 1980	67	£134.92
April 1981	73	£117.35
October 1981	88	£131.19
April 1982	76	£130.05
October 1982	73	£146.41
April 1983	78	£142.71
October 1983	67	£150.06
April 1984	65	£120.96

Analysis of mthly-paid employees	No.	Av. Earnings
<u>Full-time women</u>		
October 1971	503	£ 66.34
April 1972	423	£ 66.74
October 1972	520	£ 77.20
October 1973	540	£ 94.74
April 1974	569	£ 96.76
April 1975	729	£126.94
October 1975	690	£127.56
April 1976	832	£ 36.18
October 1977	835	£179.37
April 1978	931	£176.23
October 1978	921	£273.75
April 1979	936	£281.04
October 1979	982	£316.84
April 1980	992	£338.81
October 1980	995	£396.51
April 1981	1035	£408.95
October 1981	1021	£428.65
April 1982	1071	£503.58
October 1982	1118	£461.68
April 1983	1170	£479.03
October 1983	1134	£501.51
April 1984	1166	£494.74
<u>Part-time women</u>		
October 1971	9	£ 23.01
April 1972	3	£ 19.00
October 1972	18	£ 39.48
October 1973	3	£ 23.03
April 1974	32	£ 25.15
April 1975	7	£ 46.56
October 1975	19	£ 43.77
April 1976	41	£ 51.86
October 1977	111	£ 96.52
April 1978	101	£ 97.66
October 1978	134	£130.89
April 1979	136	£155.41
October 1979	120	£162.75
April 1980	141	£212.15
October 1980	94	£230.77
April 1981	140	£240.52
October 1981	134	£249.37
April 1982	86	£168.55
October 1982	112	£248.56
April 1983	116	£263.68
October 1983	53	£174.34
April 1984	121	£254.11

Analysis of weekly-paid employees	No.	Av. Earnings
<u>Full-time</u>		
<u>Juvenile Male</u>		
October 1971	72	£ 38.24
April 1972	60	£ 43.14
October 1972	107	£ 47.90
October 1973	63	£ 55.33
April 1974	32	£ 61.83
April 1975	80	£ 89.63
October 1975	98	£ 89.14
April 1976	26	£ 87.85
October 1977	22	£103.27
April 1978	16	£108.47
October 1978	16	£169.20
April 1979	10	£195.20
October 1979	26	£176.09
April 1980	32	£203.53
October 1980	23	£205.81
April 1981	40	£258.53
October 1981	23	£220.98
April 1982	36	£227.45
October 1982	20	£255.75
April 1983	25	£286.56
October 1983	17	£263.45
April 1984	15	£339.30
<u>Full-time</u>		
<u>Juvenile Female</u>		
April 1972	121	£ 34.69
October 1972	112	£ 43.90
October 1973	91	£ 43.83
April 1974	113	£ 54.70
April 1975	63	£ 64.65
October 1975	108	£ 90.12
April 1976	141	£ 87.35
October 1977	48	£ 85.72
April 1978	48	£102.21
October 1978	33	£ 95.39
April 1979	32	£174.21
October 1979	32	£200.00
April 1980	41	£179.87
October 1980	24	£216.60
April 1981	33	£243.10
October 1981	9	£241.56
April 1982	17	£238.13
October 1982	8	£242.12
April 1983	24	£295.64
October 1983	15	£280.04
April 1984	6	£251.51

Table 15: Average Hourly Earnings - Indices, full-time monthly-paid men and women October 1971 - April 1984 (October 1971 = 100.00)

MONTH	Av. Hrly Eings. <sup>1</sup> Index		I.R.P.
	A. MALES	A. FEMALES	(ALL ITEMS)
October 1971	100.0	100.0	100.0
April 1972	106.4	100.6	105.8
October 1972	120.5	116.4	110.3
October 1973	135.0	142.8	125.7
April 1974	141.1	145.9	138.0
April 1975	169.9	191.3	167.5
October 1975	180.7	191.4	175.9
April 1976	217.6	205.3	186.2
October 1977	247.0	270.4	231.1
April 1978	269.8	265.6	240.7
October 1978	391.9	412.7	262.3
April 1979	413.5	423.6	280.2
October 1979	441.0	477.6	305.2
April 1980	466.0	510.7	318.5
October 1980	529.2	597.7	332.8
April 1981	546.7	616.4	343.6
October 1981	591.2	646.1	363.6
April 1982	615.2	759.1	377.3
October 1982	650.3	695.9	391.3
April 1983	677.1	744.7	397.6
October 1983	699.6*	775.4*	411.7
April 1984	717.2	765.0	421.4

1. A 40 - hour week is assumed for monthly-paid employees from October 71 to October 1982.

A 39 - hour week is assumed for monthly-paid employees w.e.f. April 1983.

\* revised



Table 16: "Take-home pay" October 1972 - April 1984

Month	Av. wkly engs. l.	Net take-home pay s.	Index	I.R.P.
October 1972	£ 20.32	£19.93 (s 20.42)	100.0 (100.0)	100.0
October 1973	£ 24.58	£23.97 (s 24.39)	120.3 (119.4)	113.9
April 1974	£ 26.58	£25.60 (s 26.28)	128.4 (128.7)	125.1
October 1975	£ 33.38	£32.06 (s 32.86)	161.9 (160.9)	159.5
April 1976	£ 34.32	£32.68 (s 33.58)	164.0 (164.4)	168.8
October 1977	£ 43.21	£39.32 (s 40.72)	197.3 (199.4)	209.5
April 1978	£ 43.64	£39.19 (s 40.12)	196.6 (196.5)	213.2
October 1978	£ 68.07	£56.28 (s 57.10)	282.4 (279.5)	237.8
April 1979	£ 69.44	£56.19 (s 57.01)	281.9 (279.2)	254.1
October 1979	£ 74.11	£59.50 (s 63.50)	298.5 (311.0)	276.7
April 1980	£ 85.16	£66.41 (s 71.41)	333.2 (349.7)	288.8
October 1980	£102.20	£79.17 (s 84.17)	397.2 (412.2)	301.8
April 1981	£102.67	£78.91 (s 83.91)	395.9 (410.9)	311.6
October 1981	£113.59	£89.23 (s 94.23)	447.7 (461.5)	329.4
April 1982	£120.24	£92.95 (s 97.95)	466.4 (479.7)	342.1
October 1982	£120.42	£93.07 (s 98.07)	467.0 (480.3)	354.8
April 1983	£122.45	£93.33 (s 98.33)	468.3 (481.5)	360.5
October 1983	£125.15	£95.08 (s100.08)	477.1 (490.1)	373.3
April 1984	£127.13	£95.37 (s100.37)	478.5 (491.5)	382.1

Notes: 1. Assumption - adult males, full-time weekly-paid Gibraltarians, married with 2 children, wife not working.

2. After deduction of income tax and social insurance. Figures in brackets adjusted for family allowances.

Table 17: Distribution of average annual earnings of all employees, April 1984

£ per annum	ALL EMPLOYEES			ALL MALES			ALL FEMALES		
	TOTAL	F-TIME	P-TIME	TOTAL	F-TIME	P-TIME	TOTAL	F-TIME	P-TIME
	0 - £ 1000	172	30	142	98	21	77	74	9
£ 1000 - £ 1500	125	21	104	39	8	31	86	13	73
£ 1500 - £ 2000	341	164	177	89	49	40	252	115	137
£ 2000 - £ 2500	458	212	246	110	80	30	348	132	216
£ 2500 - £ 3000	383	295	88	112	101	11	271	194	77
£ 3000 - £ 4000	1039	902	137	454	437	17	585	465	120
£ 4000 - £ 5000	1882	1831	51	1329	1325	4	553	506	47
£ 5000 - £ 6000	1885	1862	23	1481	1479	2	404	383	21
£ 6000 - £ 7000	1030	1029	1	875	876	-	154	153	1
£ 7000 - £ 8000	943	941	2	666	666	-	277	275	2
£ 8000 - £ 9000	751	751	-	680	680	-	71	71	-
£ 9000 - £10000	536	536	-	517	517	-	19	19	-
£10000 - £11000	411	411	-	403	403	-	8	8	-
£11000 - £12000	266	266	-	241	241	-	25	25	-
£12000 - £13000	226	226	-	224	224	-	2	2	-
£13000 - £14000	113	112	1	109	109	-	4	3	1
£14000 - £15000	70	70	-	69	69	-	1	1	-
£15000 - £20000	359	359	-	345	345	-	14	14	-
£20000 - and over	73	73	-	62	62	-	11	11	-
TOTAL	11063	10091	972	7904	7692	212	3159	2399	760

## Definitions

- i) "Official Employers" - The Gibraltar Government, Ministry of Defence (MOD) and the Department of the Environment (DOE).
- ii) "Juvenile" - a person under 18 years of age.
- iii) The definition of "part-time" was generally left to the discretion of the employers.
- iv) Industries have been classified according to International Standard Industrial Classifications (I.S.I.C.)
- v) "Overtime" - work outside normal hours.
- vi) "Actual overtime hours" - some establishments show overtime hours in terms of equivalent paid hours. The actual overtime hours worked and not the equivalent hours are recorded in this report.
- vii) Occupations have been classified according to the International Standard Classification of Occupations (I.S.C.O.) on the lines of the Classification set up for 1970 Census of Gibraltar. For the purpose of this report, occupations are grouped into six major categories.
- viii) Abbreviations:-
  - None, Hrs - Hours, Wkly - Weekly, Mthly - Monthly, M - Male, F - Female, Ov - Overtime, Oct. - October, Apr - April, F-Time - Full time, P-Time - Part time, Av - Average, engs - earnings, I.R.I. - Index of Retail Prices.
  - Shipbuilding etc - Shipbuilding, repairing and Marine Engineering.
  - Other Manuf - Other Manufacture.
  - Bldg. & Constr - Building and Construction.
  - W/Sale Trade - Wholesale Trade.
  - Hotels etc - Hotels, Restaurants, Bars etc.
  - Sea Transport and rel services - Sea Transport and related services.
  - P. & Telecomms - Posts and Telecommunications.
  - Fin. Services - Financial Services.
  - Public Adm'n - Public Administration.
  - Prod, Const - Production, Construction.
  - Prof, Tech, etc - professional, technical and related services.





