



GOVERNMENT OF GIBRALTAR

ECU/14

**Employment Survey
Report
October 1984**

**ECONOMIC PLANNING
& STATISTICS OFFICE**



PREFACE

This is the thirtieth Employment Survey conducted in Gibraltar and the twenty-third 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.

MARCH 1985

ECONOMIC PLANNING &
STATISTICS OFFICE

GOVERNMENT STATISTICIAN



COVERAGE

1.1 In October 1984 all known employers were sent Employment Survey questionnaires in respect of employees. Since December 1984 the information received has been processed manually and after sending out three reminders to late respondents, the survey was finally closed in January 1985. The tabulation of the data was completed during February 1985. 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 October 1984 survey shows a slight increase in the overall level of employment compared to the April 1984 figure. The underlying downward trend in employment now appears to have been arrested. At the time of writing this report, recruitment in the new ship-repair company at the dockyard reached a total of around 570 employees of which just under 350 were previously employed by the Ministry of Defence. Some new additional employment opportunities have arisen following the full frontier opening last month.

2.2 The sectoral breakdown shows a shift in employment from the official employers (-224) to the private sector (+276). This reflects the reduction in employment in the naval dockyard and the increase in the number of employees in the commercial shiprepair company classified as being in the private sector.

2.3 Average weekly earnings for full-time men (around £126 per week) rose by some 4% between April 1984 and October 1984. There was a 6% earnings increase among full-time monthly-paid males. This reflects the July 1984 Pay Review (average 5% overall).

2.4 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 rose marginally between October 1983 and October 1984. In real terms, this represents a drop of around 6% (see Table 16).

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

	Analysis of Employees	Total	F-Time	P-Time
	All Employees	11115	10253	862
Sex	Male Female	7940 3175	7772 2481	168 694
Sector	Official Private	6794 4321	6465 3788	329 533
Nationality	Gibraltarian U.K. Morrocan Spanish Other	8142 1005 1748 67 153	7442 893 1709 63 146	700 112 39 4 7
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	2525 198 215 2178 563 987 572 232 82 219 500 1146 613 560 525	2419 191 214 2158 486 809 501 224 78 219 454 1133 451 544 372	106 7 1 20 77 178 71 8 4 - 46 13 162 16 153
Occupation Group	Prof, Tech & Rel Admin & Managerial Clerical and Related Sales Workers Service Workers Prod, Const, etc. workers	1400 430 2243 772 1964 4306	1320 417 2089 656 1522 4249	80 13 154 116 442 57

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

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltar	8139	5440	2699	5315	3811	1504	2824	1629	1195
U.K.	1005	677	328	583	445	138	422	232	190
Moroccan	1751	1636	115	876	858	18	875	778	97
Spanish	67	60	7	-	-	-	67	60	7
Other	153	127	26	20	15	5	133	112	21
T O T A L	11115	7940	3175	6794	5129	1665	4321	2811	1510

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

FULL-TIME WEEKLY EMPLOYED	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltar	3947	2903	1044	2552	2096	456	1395	807	588
U.K.	450	310	140	213	185	28	237	125	112
Moroccan	1682	1589	93	871	857	14	811	732	79
Spanish	59	54	5	-	-	-	59	54	5
Other	81	68	13	13	12	1	68	56	12
T O T A L	6219	4924	1295	3649	3150	499	2570	1774	796

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

FULL-TIME MONTHLY EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	3492	2406	1086	2493	1704	789	999	702	297
U.K.	443	352	91	318	256	62	125	96	29
Moroccan	30	29	1	-	-	-	30	29	1
Spanish	4	4	-	-	-	-	4	4	-
Other	65	57	8	5	1	4	60	56	4
T O T A L	4034	2848	1186	2816	1961	855	1218	887	331

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

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult men		4816	46.9	125.58	7.8	26.23
Sector	Official	3101	48.3	132.06	9.2	31.85
	Private	1715	44.5	113.78	5.3	15.99
Nationality	Gibraltarian	2806	46.4	128.05	7.3	25.40
	U.K.	302	51.4	163.12	12.0	45.31
	Moroccan	1586	47.0	114.41	8.0	24.35
	Spanish	54	46.3	113.39	6.4	18.21
	Other	68	48.4	127.17	7.7	25.45
Industry	Shipbuilding etc.	1479	52.4	149.00	13.3	45.77
	Other Manuf.	134	46.0	122.40	8.2	28.40
	Elec. Supply	162	50.2	148.34	11.2	39.19
	Bldg & Constr.	1781	45.2	118.22	5.9	18.99
	W/Sale Trade	281	41.3	101.89	2.7	9.58
	Retail Trade	251	40.6	99.50	1.6	4.50
	Hotels etc.	227	45.0	89.47	4.2	10.30
	Sea Transport & Related Services	86	48.4	154.82	11.3	42.30
	Other Trans.	51	42.8	106.50	4.5	13.92
	Posts & Telecomms.	66	42.2	109.73	2.6	9.98
	Fin. Services	21	38.6	117.40	1.7	2.57
	Public Admin.	74	42.5	104.39	3.5	13.46
	Education	24	42.6	102.63	4.0	12.34
	Health	56	47.2	125.05	8.0	29.45
	Other Services	123	40.0	111.16	0.8	2.51
Occupation Group	Prof, Tech & Rel	57	39.4	117.53	0.9	3.03
	Admin & Manag.	70	40.9	174.04	1.1	5.38
	Clerical & Rel	358	43.4	110.31	4.6	15.04
	Sales Workers	183	38.9	96.42	1.1	3.18
	Service Wkrs.	361	45.8	103.42	5.8	18.36
	Prod, Constr, etc. workers	3787	48.0	129.76	8.8	29.89

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

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult females		1254	38.4	75.36	1.5	4.32
Sector	Official	490	41.7	90.55	2.9	9.00
	Private	764	36.2	65.51	0.6	1.32
Nationality	Gibraltarian	1006	38.0	76.41	1.4	4.14
	U.K.	138	39.0	70.61	1.2	3.76
	Moroccan	93	41.6	70.24	3.0	7.72
	Spanish	5	39.2	75.33	-	-
	Other	12	42.7	79.67	1.7	2.91
Industry	Shipbuilding etc.	239	43.1	96.79	4.1	12.17
	Other Manuf.	44	35.9	74.51	0.8	1.55
	Elec. Supply	-	-	-	-	-
	Bldg & Constr.	44	37.0	70.66	-	-
	W/Sale Trade	44	36.5	76.69	1.0	0.31
	Retail Trade	330	35.8	64.21	0.4	1.15
	Hotels etc.	220	39.7	64.57	1.3	3.12
	Sea Transport & Related Services	11	36.3	75.45	-	-
	Other Trans.	6	37.7	43.17	-	-
	Posts & Telecomms.	9	34.0	59.32	-	-
	Fin. Services	61	37.5	81.41	-	-
	Public Admin.	62	36.1	74.23	0.1	0.38
	Education	30	36.6	85.12	1.4	4.22
	Health	91	41.3	92.97	3.5	12.40
Other Services	63	34.5	62.73	0.4	1.12	
Occupation Group	Prof, Tech & Rel Admin & Manag.	7	36.4	70.92	-	-
	Clerical & Rel	38	38.3	89.36	0.7	2.82
	Sales Workers	255	36.5	73.36	0.4	0.95
	Service Wkrs.	302	36.7	64.93	0.5	0.80
	Prod, Constr, etc. workers	556	40.0	79.03	2.5	7.52
		96	39.6	87.04	2.3	6.72

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

		ADULT MALES		ADULT FEMALES	
		No.	Av. engs	No.	Av. engs
Full-time adults		2844	786.43	1180	501.60
Sec- tor	Official	1961	848.06	854	537.92
	Private	883	658.97	326	409.22
Natio- nality	Gibraltarian	2402	796.29	1080	501.71
	U.K.	352	820.04	91	525.26
	Moroccan	29	470.19	1	150.00
	Spanish	4	524.16	-	-
	Other	57	418.46	8	329.04
Industry	Shipbuilding etc.	531	940.87	87	495.79
	Other Manuf.	9	861.77	3	605.36
	Electricity	44	1017.28	3	362.26
	Bldg & Constr.	264	712.19	50	444.47
	W/Sale Trade	126	697.52	26	425.82
	Retail Trade	153	469.96	33	314.90
	Hotels etc.	35	546.49	12	412.57
	Sea Transport & Rel Services	121	688.12	5	290.60
	Other Transport	16	536.27	5	475.93
	Posta & Telecomms.	141	831.81	35	468.90
	Fin. Services	215	707.68	151	418.16
	Public Admin.	747	820.65	245	474.44
	Education	178	757.34	219	632.98
	Health	149	934.00	248	552.14
Other	115	663.12	58	431.42	
Occupation Group	Prof, Tech & Rel.	812	917.51	443	599.15
	Admin & Manag.	266	877.97	43	402.56
	Clerical & Related	857	662.77	585	444.31
	Sales Workers	106	479.65	23	328.24
	Service Workers	558	827.96	35	492.30
	Prod, Constr, etc. workers	245	772.71	51	521.17

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

		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly engs.	No.	Av. wkly hrs.	Av. wkly engs.
All part-time adults		108	15.9	33.01	615	21.5	44.18
Sector	Official	9	27.9	54.46	277	21.5	46.67
	Private	99	14.8	31.06	338	21.6	42.13
Nationality	Gibraltarian	78	15.3	33.86	503	21.7	45.13
	U.K.	8	16.4	31.62	86	20.2	39.50
	Moroccan	18	17.5	28.63	20	23.4	40.92
	Spanish	2	15.8	32.29	2	3.5	9.50
	Other	2	24.5	45.55	4	28.5	59.03
Industry	Shipbuilding etc.	4	17.8	37.45	101	22.1	49.04
	Other Manuf.	2	20.0	41.50	5	17.0	32.70
	Electricity	-	-	-	-	-	-
	Bldg & Constr.	3	14.7	48.77	14	30.6	46.16
	W/Sale Trade	23	16.3	34.25	26	18.1	35.41
	Retail Trade	23	16.1	34.01	136	20.3	37.78
	Hotels etc.	17	13.0	26.63	47	21.1	32.02
	Sea Transport & rel Services	-	-	-	5	17.0	40.84
	Other Transport	4	16.0	33.96	-	-	-
	Posts & Telecomms.	-	-	-	-	-	-
	Fin: Services	2	22.0	85.94	34	20.4	47.74
	Public Admin.	1	*	*	7	15.7	38.82
	Education	-	-	-	133	19.9	44.01
	Health	-	-	-	16	19.8	46.63
Other Services	29	15.7	26.53	91	26.6	56.53	
Occupation Group	Prof, Tech & Rel	5	20.4	57.85	23	27.1	66.82
	Admin & Manag.	4	18.0	43.47	2	16.0	38.84
	Clerical & Rel.	23	18.3	38.61	85	23.1	49.95
	Sales Wkrs.	13	17.2	34.53	91	19.9	34.96
	Service Wkrs.	30	14.3	25.10	396	21.2	43.64
	Prod, Contr, wkrs.	33	14.4	30.70	18	22.6	47.01

* Publication not allowed under Statistics Ordinance

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

ALL SECTORS	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
All Industries	7940	3175	5440	2699	677	328	1636	115	60	7	127	26
Shipbuilding etc.	2058	467	1450	404	288	51	313	12	3	-	4	-
Other Manuf.	145	53	58	50	1	1	82	2	3	-	1	-
Electricity Supply	211	4	164	4	5	-	42	-	-	-	-	-
Bldg & Constr.	2066	112	1172	101	108	6	747	4	15	-	24	1
Wholesale Trade	454	109	276	98	43	8	114	2	14	1	7	-
Retail Trade	462	525	292	466	33	44	60	9	7	2	70	4
Hotels etc.	283	289	92	97	23	103	150	74	5	3	13	12
Sea Transport & rel services	209	23	161	21	5	2	35	-	3	-	5	-
Other Transport	71	11	36	11	14	-	16	-	4	-	1	-
Posts & Telecomms.	207	12	196	10	2	1	9	1	-	-	-	-
Fin: Services	245	255	230	236	14	16	-	1	-	-	1	2
Public Admin.	826	320	726	304	89	12	11	1	-	-	-	3
Education Services	209	404	178	350	30	54	1	-	-	-	-	-
Health	205	355	193	348	5	3	7	4	-	-	-	-
Other Services	289	236	216	199	17	27	49	5	6	1	1	4

Table 10: Industry, by sex, sector and nationality, all employees OFFICIAL SECTOR
October 1984

OFFICIAL SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	5129	1665	3811	1504	445	138	858	18	-	-	15
Shipbuilding etc.	1801	440	1265	386	240	43	293	11	-	-	3	-
Electricity supply	211	4	164	4	5	-	42	-	-	-	-	-
Bldg & Contr.	1638	88	1067	83	75	2	493	2	-	-	3	1
Retail Trade	27	71	12	44	4	25	2	1	-	-	9	1
Sea Transport & rel Services	65	1	65	1	-	-	-	-	-	-	-	-
Posts & Telecomms.	152	4	142	4	1	-	9	-	-	-	-	-
Public Admin.	826	320	726	304	89	12	11	1	-	-	-	3
Education	208	389	177	336	30	53	1	-	-	-	-	-
Health	198	343	190	337	1	3	7	3	-	-	-	-
Other Services	3	5	3	5	-	-	-	-	-	-	-	-

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

October 1984

PRIVATE SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	N	F	N	F
	All Industries	2811	1510	1629	1195	232	190	778	97	60	7	112
Shipbuilding etc.	257	27	185	18	48	8	20	1	3	-	1	-
Other Manuf.	145	53	58	50	1	1	82	2	3	-	1	-
Bldg & Constr.	428	24	105	18	33	4	254	2	15	-	21	-
Wholesale Trade	454	109	276	98	43	8	114	2	14	1	7	-
Retail Trade	435	454	280	422	29	19	58	8	7	2	61	3
Hotels etc.	283	289	92	97	23	103	150	74	5	3	13	12
Sea Transport & rel services	144	22	96	20	5	2	35	-	3	-	5	-
Other Transport	71	11	36	11	14	-	16	-	4	-	1	-
Posts & Telecomms.	55	8	54	6	1	1	-	1	-	-	-	-
Fin: Services	245	255	230	236	14	16	-	1	-	-	1	2
Education	1	15	1	14	-	1	-	-	-	-	-	-
Health Services	7	12	3	11	4	-	-	1	-	-	-	-
Other Services	286	231	213	194	17	27	49	5	6	1	1	4

Table 12: Movements in nos. employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - October 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
October	1984	4816	46.9	£125.58	7.8	£26.23
<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	-	-
October	1984	108	15.9	£ 33.01	-	-

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
October	1984	1254	38.4	£75.36	1.5	£4.32
<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	-	-
October	1984	615	21.5	£44.18	-	-

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
October	1984	108	41.6	£63.34	2.5	£5.31
<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
October	1984	41	39.6	£50.74	0.3	£0.35

- 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. Survey for October 1976 and April 1977 were interrupted due to the Industrial Dispute in M.O.D.

Table 13: Average Hourly Earnings indices, full-time weekly-paid men and women October 1971 - October 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
October 1984	731.8	774.8	441.8

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

Analysis of mthly-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
October 1984	2844	£786.43
<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
October 1984	60	£146.55

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
October 1984	1180	£501.60
<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
October 1984	77	£217.43

Analysis of mthly-paid employees	No.	Av. Earnings
<u>Full-time</u>		
<u>Juvenile Male</u>		
October 1971	72	£ 38.24
April 1972	60	£ 43.44
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
October 1984	4	£241.57
<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
October 1984	6	£234.24

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

MONTH	Av. Hrly Engs. ¹ 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
October 1984	785.5	775.5	441.8

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 - October 1984

Month	Av. wkly engs.		Net take-home pay		Index	I.R.P.
	1.	2.	1.	2.		
October 1972	£ 20.32		£19.93	(£ 20.42)	100.0 (100.0)	100.0
October 1973	£ 24.58		£23.97	(£ 24.39)	120.3 (119.4)	113.9
April 1974	£ 26.58		£25.60	(£ 26.28)	128.4 (128.7)	125.1
October 1975	£ 33.38		£32.06	(£ 32.86)	161.9 (160.9)	159.5
April 1976	£ 34.32		£32.68	(£ 33.58)	164.0 (164.4)	168.8
October 1977	£ 43.21		£39.32	(£ 40.72)	197.3 (199.4)	209.5
April 1978	£ 43.64		£39.19	(£ 40.12)	196.6 (196.5)	218.2
October 1978	£ 68.07		£56.28	(£ 57.10)	282.4 (279.6)	237.8
April 1979	£ 69.44		£56.19	(£ 57.01)	281.9 (279.2)	254.1
October 1979	£ 74.11		£59.50	(£ 63.50)	298.5 (311.0)	276.7
April 1980	£ 85.16		£66.41	(£ 71.41)	333.2 (349.7)	288.8
October 1980	£102.20		£79.17	(£ 84.17)	397.2 (412.2)	301.8
April 1981	£102.67		£78.91	(£ 83.91)	395.9 (410.9)	311.6
October 1981	£113.59		£89.23	(£ 94.23)	447.7 (461.5)	329.4
April 1982	£120.24		£92.95	(£ 97.95)	466.4 (479.7)	342.1
October 1982	£120.42		£93.07	(£ 98.07)	467.0 (480.3)	354.8
April 1983	£122.45		£93.33	(£ 98.33)	468.3 (481.5)	360.5
October 1983	£125.15		£95.08	(£100.08)	477.1 (490.1)	373.3
April 1984	£127.13		£95.37	(£100.37)	478.5 (491.5)	382.1
October 1984	£128.05		£95.97	(£100.97)	481.5 (494.5)	400.6

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, October 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	145	54	91	74	29	45	71	25
£ 1000 - £ 1500	127	37	90	37	6	31	90	31	59
£ 1500 - £ 2000	278	91	187	55	25	30	223	66	157
£ 2000 - £ 2500	466	198	268	101	75	26	365	123	242
£ 2500 - £ 3000	280	199	81	84	71	13	196	128	68
£ 3000 - £ 4000	1016	938	78	426	416	10	590	522	68
£ 4000 - £ 5000	2003	1962	41	1367	1362	5	636	600	36
£ 5000 - £ 6000	1750	1737	13	1352	1349	3	398	388	10
£ 6000 - £ 7000	1053	1049	4	837	836	1	216	213	3
£ 7000 - £ 8000	805	801	4	661	659	2	144	142	2
£ 8000 - £ 9000	934	933	1	842	841	1	92	92	-
£ 9000 - £10000	610	609	1	547	546	1	63	63	-
£10000 - £11000	473	473	-	451	451	-	22	22	-
£11000 - £12000	331	330	1	304	304	-	27	26	1
£12000 - £13000	254	253	1	238	238	-	16	15	1
£13000 - £14000	185	185	-	182	182	-	3	3	-
£14000 - £15000	110	110	-	90	90	-	20	20	-
£15000 - £20000	211	210	1	208	208	-	3	2	1
£20000 - and over	84	84	-	84	84	-	-	-	-
TOTAL	11115	10253	862	7940	7772	168	3175	2481	694

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.C.) 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.P. - 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, Constr - Production, Construction.
 - Prof, Tech & rel - Professional, Technical and related workers.





