



GOVERNMENT OF GIBRALTAR

**Employment Survey  
Report  
April 1985**



## PREFACE

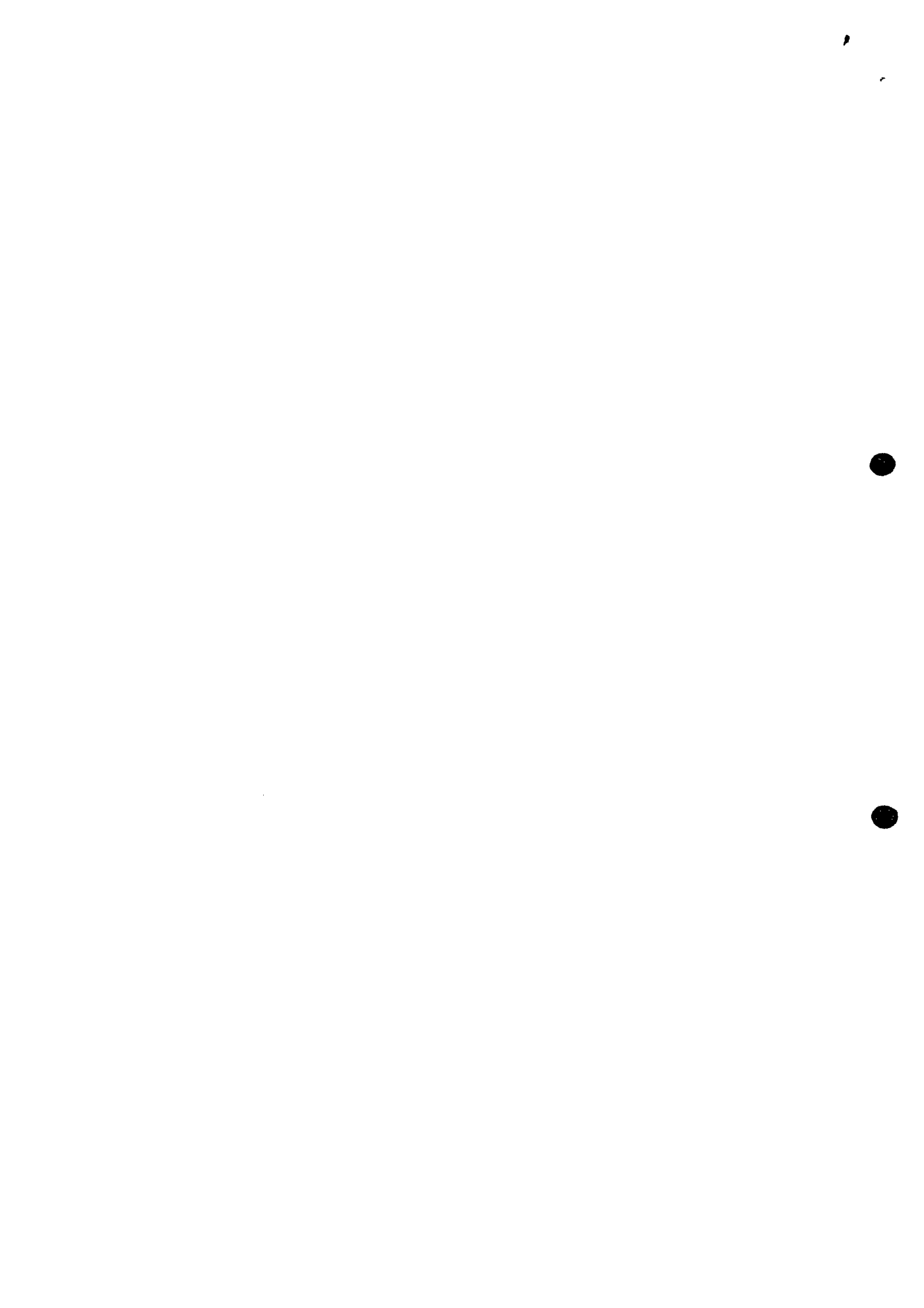
This is the thirty-first Employment Survey conducted in Gibraltar and the twenty-fourth under the Statistics Ordinance (Employment Survey Order 1971) 1970. With frontier normalisation, it was felt that the survey should regularly monitor the nature and size of the likely influx of persons residing in Spain but who will be employed in Gibraltar. These employees are normally classified as "frontier workers." The Statistics (Employment Survey) (Amendment) Order 1985 was therefore introduced with effect from the 1st April 1985 to include an additional question on country of residence of employees.

This Survey is of particular interest, having been conducted barely a few months after the formal start of dockyard commercialisation and the full opening of the frontier. As was generally expected, the survey results reveal some interesting changing trends in the pattern of employment and earnings.

I must record my thanks to all those employers who co-operated in this survey.

SEPTEMBER 1985  
ECONOMIC PLANNING  
& STATISTICS OFFICE

ECONOMIC ADVISER/STATISTICIAN



## 1. COVERAGE

1.1 In April 1985 all known employers were sent Employment Survey questionnaires in respect of employees. Since June 1985 the information received has been processed manually and after sending out three reminders to late respondents, the survey was finally closed in August 1985. The tabulation of the data was completed during September 1985. Response was good and only a small number of employers were excluded in the final tabulation.

## 2. SUMMARY OF THE RESULTS

2.1 The findings of the April 1985 Employment Survey give a fairly reliable account of the income and employment effect of closure of the naval dockyard and its commercialisation as well as the short-run impact of frontier normalisation. The survey recorded a total of just under 11300 persons in employment. This represents an increase of some 180 over the level recorded in October 1984.

2.2 The main employment trends during this six-monthly period can be summarised as follows:-

- (a) employment in the naval dockyard fell by around 600, mostly adult male industrial employees. Of these 400 were Gibraltarians. This completed an overall fall in M.O.D. (Navy) employment of some 1000 employees since April 1983, when the general rundown in employment in this sector initially began to manifest itself;
- (b) employment in the new commercial shiprepair company increased by some 400, rising to a total of over 600 by April 1985. In general terms, the figures confirm the expected large shift in employment from the naval to the commercial yard;
- (c) employment in the private sector as a whole has risen by just under 700 employees. This includes the additional 400 jobs taken up in the new commercial yard. Having regard to survey response, and slight seasonal fluctuations in employment, it is estimated that between 200 to 250 new private sector jobs have been created, excluding those in the new shiprepair company. This largely reflects the more immediate effects

of the opening of the frontier. In net terms, the overall increase was mainly in part-time employment. The increases were in the retail industry (notably the food sector), the hotel and catering sector and, to a lesser extent, in financial services. This growth in private employment relates mainly to clerical and service work;

- (d) there was a slight increase in Gibraltar Government employment with the recruitment of additional customs and administrative staff in those areas directly related with the new demands created by the full frontier opening;
- (e) there were more Gibraltarians in employment (+260), and less Moroccans (-129). The number of Spanish employees rose by around 50;
- (f) a total of 110 employees were classified as "frontier workers". This includes 45 Spaniards, 45 UK nationals and 18 Gibraltarians. The majority (98) were employed in the private sector, mainly in the hotel and catering trade and the construction industry;

At the time of writing this report, the indications are of a continuing rising employment trend. To date, more persons have been employed in the commercial yard (+80). There has been a noticeable increase in the number of new company registrations. The job vacancy level remains high. The October 1985 Survey should therefore provide a more complete and stabilised picture of the impact of dockyard commercialisation and frontier normalisation.

2.3 Average weekly earnings for full-time men fell marginally between October 1984 and April 1985. This is almost entirely accounted for by the substantial drop in the level of overtime work in the Ministry of Defence sector. This was extraordinarily high in the final months prior to dockyard closure. An interesting feature of the earnings pattern is the parity established between average weekly earnings in the official (£123.23) and private (£122.93) sectors. This is mainly the arithmetic result of the re-classification of the shiprepair activity from the official to the private sector. However, it also reflects higher earnings levels elsewhere in the private sector, notably in the wholesale/retail trade and the transport sector. This pattern appears to be

mirrored in the case of weekly-paid women, and more extensively across industries for all monthly-paid employees, where earnings differentials between official and private sectors narrowed and relatively higher earnings were enjoyed in many areas of private sector activity. The most noticeable improvement in earnings was attributable to sales workers.

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, fell marginally (-0.8%) between October 1984 and April 1985. In real terms, this represents a drop of around 3.4%. The corresponding real drop for all full-time Gibraltarian adult males was 3.6%.

4

5





3. APPENDIX: LIST OF TABLES

<u>TABLES</u>	<u>PAGE NO.</u>
Table 1: Analysis of the no. of employees, April 1985	1
Table 2: Nos. employed by sex, sector and nationality, all employees, April 1985	2
Table 3: Nos. employed full-time weekly by sex, sector and nationality, April 1985	2
Table 4: Nos. employed full-time monthly by sex, sector and nationality, April 1985	3
Table 5: No. of "frontier workers" by sex, sector and nationality, April 1985	4
Table 6: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult males, April 1985	5
Table 7: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, April 1985	6
Table 8: Analysis of average earnings of monthly-paid full-time adults, April 1985	7
Table 9: Analysis of average earnings and hours worked of weekly-paid part-time adults, April 1985	8
Table 10: Industry by sex and nationality - ALL EMPLOYEES, April 1985	9
Table 11: Industry by sex, sector and nationality, all employees, OFFICIAL SECTOR, April 1985	10
Table 12: Industry by sex, sector and nationality, all employees, PRIVATE SECTOR, April 1985	11
Table 13: Movements in nos. employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - April 1985	12,13, 14
Table 14: Average hourly earnings indices, full-time weekly-paid men and women, October 1971 - April 1985	15
Table 15: Movements in nos. employed and average earnings of all monthly-paid employees, October 1971 - April 1985	16,17, 18
Table 16: Average hourly earnings, indices full-time monthly-paid men and women, October 1971 - April 1985	19
Table 17: "Take-home pay", October 1972-April 1985	20
Table 18: Distribution of average annual earnings of all adult employees, April 1985	21
Definitions	22

Table 1: Analysis of the number of employees, April 1985

	Analysis of Employees	Total	F-Time	P-Time
	All Employees	11291	10173	1118
Sex	Male	7891	7658	233
	Female	3400	2515	885
Sector	Official	6281	5886	395
	Private	5010	4287	723
Nationality	Gibraltarian	8402	7446	956
	U.K.	978	859	119
	Moroccan	1619	1582	37
	Spanish	118	115	3
	Other	174	171	3
Industry	Shipbuilding etc.	2279	2196	83
	Other Manuf.	210	203	7
	Electricity Supply	210	209	1
	Building and Constr.	2119	2096	23
	Wholesale Trade	558	465	93
	Retail Trade	1139	827	312
	Hotels Restaurants etc.	664	604	60
	Sea Transport & rel services	230	216	14
	Other transport	115	104	11
	Posts & Telecomms.	250	245	5
	Fin. Services	522	461	61
	Public Administration	1268	1222	46
	Education Services	645	465	180
	Health Services	550	483	67
	Other Services	532	377	155
Occupation Group	Prof, Tech & Rel	1445	1290	155
	Admin & Managerial	382	360	22
	Clerical and Related	2343	2150	193
	Sales Workers	768	700	68
	Service Workers	2016	1560	456
	Prod, Const, etc. workers	4337	4113	224

Table 2: Nos. employed by sex, sector and nationality, all employees, April 1985

ALL EMPLOYEES	TOTAL		OFFICIAL		PRIVATE	
	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>						
Gibraltarian	8402	5549	2853	5092	3494	1598
U.K.	978	596	382	416	301	115
Moroccan	1619	1497	122	738	717	21
Spanish	118	106	12	11	10	1
Other	174	143	31	24	16	8
T O T A L	11291	7891	3400	6281	4538	1743
				5010	3353	1657

Table 3: Nos. employed full-time weekly, by sex, sector and nationality, April 1985

FULL-TIME WEEKLY EMPLOYED	TOTAL		OFFICIAL		PRIVATE	
	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>						
Gibraltarian	3896	2973	923	2259	1848	411
U.K.	450	264	186	86	62	24
Moroccan	1548	1446	102	735	714	21
Spanish	109	99	10	11	10	1
Other	74	56	18	12	11	1
T O T A L	6077	4838	1239	3103	2645	458
				2974	2193	781

Table 4: Nos. employed full-time monthly by sex, sector and nationality, April 1985

FULL-TIME MONTHLY EMPLOYEES	TOTAL			OFFICIAL			PRIVATE			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
<u>NATIONALITY</u>										
Gibraltarian	3350	2376	1174	2482	1631	851	1068	745	323	
U.K.	409	320	89	290	236	54	119	84	35	
Moroccan	34	32	2	-	-	-	34	32	2	
Spanish	6	6	-	-	-	-	6	6	-	
Other	97	86	11	11	4	7	86	82	4	
T O T A L	4096	2820	1276	2783	1871	912	1313	949	364	

Table 5: No. of "frontier workers" by sex, sector and nationality, April 1985

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	18	14	4	5	4	1	13	10	3
U.K.	45	23	22	6	4	2	39	19	20
Moroccan	-	-	-	-	-	-	-	-	-
Spanish	45	44	1	1	1	-	44	43	1
Other	2	2	-	-	-	-	2	2	-
T O T A L	110	83	27	12	9	3	98	74	24

Note: A "frontier worker" is defined as an employee who is normally resident in Spain and is employed in Gibraltar.

Table 6: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult males, April 1985

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult males		4768	44.8	123.10	5.9	21.50
Sec-tor	Official	2614	44.6	123.23	5.5	20.06
	Private	2154	45.1	122.93	6.4	23.35
Natio-nality	Gibraltarian	2908	44.5	128.24	5.8	22.34
	U.K.	259	44.9	125.73	6.9	26.15
	Moroccan	1446	45.4	113.26	6.1	19.89
	Spanish	99	43.4	113.34	3.5	12.57
	Other	56	45.8	119.08	4.8	15.66
Industry	Shipbuilding etc.	1337	46.2	134.93	8.3	32.18
	Other Manuf.	143	47.5	125.46	8.8	26.73
	Elec. Supply	160	42.8	119.16	3.8	13.55
	Bldg & Constr.	1741	44.4	122.73	5.3	18.72
	W/Sale Trade	267	45.0	119.87	5.7	21.56
	Retail Trade	311	41.6	103.00	2.3	6.71
	Hotels etc.	285	44.8	90.42	3.4	8.21
	Sea Transport & Related Services	76	55.3	190.78	16.3	64.16
	Other Trans.	63	45.9	116.32	6.5	20.80
	Posts & Tele-comms.	63	40.5	113.82	1.3	5.12
	Fin. Services	17	36.8	120.20	1.8	5.29
	Public Admin.	107	44.2	114.86	4.8	17.77
	Education	27	41.0	103.27	2.7	9.04
	Health	44	44.3	112.26	2.3	8.53
Other Services	127	40.8	104.69	1.2	3.44	
Occupation Group	Prof, Tech & Rel	44	42.1	126.39	1.6	6.37
	Admin & Manag.	53	40.4	128.69	1.1	4.24
	Clerical & Rel	331	41.5	112.58	3.3	12.63
	Sales Workers	234	41.1	107.43	1.7	5.33
	Service Wkrs.	396	45.2	100.17	4.7	12.94
	Prod, Constr, etc. workers	3710	45.4	127.05	6.6	24.43

Table 7: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females April 1985

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult females		1180	39.9	82.74	1.5	4.24
Sector	Official	455	41.2	94.62	2.4	7.75
	Private	725	39.1	74.83	0.8	1.91
Nationality	Gibraltarian	869	39.5	84.70	1.5	4.64
	U.K.	181	39.8	74.75	0.5	1.42
	Moroccan	102	43.3	79.56	2.6	5.90
	Spanish	10	42.1	80.98	2.7	8.03
	Other	18	40.1	83.10	-	-
Industry	Shipbuilding etc.	245	42.4	98.88	3.5	10.45
	Other Manuf.	46	36.6	73.12	0.8	1.97
	Elec. Supply	-	-	-	-	-
	Bldg & Constr.	34	40.5	89.04	1.0	2.76
	W/Sale Trade	35	37.1	81.36	0.3	1.26
	Retail Trade	267	40.2	74.27	1.2	2.87
	Hotels etc.	254	40.4	71.75	0.7	1.44
	Sea Transport & Related Services	11	38.7	88.50	0.9	2.06
	Other Trans.	3	38.3	81.67	-	-
	Posts & Tele-comms.	4	39.0	51.25	-	-
	Fin. Services	53	35.7	94.16	0.1	0.47
	Public Admn.	54	36.5	86.04	0.7	2.24
	Education	21	39.7	95.11	1.0	4.26
	Health	78	40.8	94.97	2.1	8.32
Other Services	75	37.3	72.08	0.7	1.63	
Occupation Group	Prof, Tech & Rel	3	37.0	91.91	-	-
	Admin & Manag.	34	37.4	94.00	-	-
	Clerical & Rel	251	38.3	83.44	0.7	1.76
	Sales Workers	226	39.4	70.34	0.9	2.27
	Service Wkrs.	568	40.9	85.47	2.1	6.49
	Prod, Constr, etc. workers	98	40.8	89.43	1.8	3.92

Table 8: Analysis of average earnings of monthly-paid full-time adults, April 1985

		ADULT MALES		ADULT FEMALES	
		No.	Av. engs	No.	Av. engs
Full-time adults		2811	796.39	1258	523.53
Sec- tor	Official	1868	835.88	901	559.36
	Private	943	722.99	357	435.92
Natio- nality	Gibraltarian	2367	805.33	1156	524.67
	U.K.	320	887.96	89	507.44
	Moroccan	32	525.64	2	392.50
	Spanish	6	622.26	-	-
	Other	86	449.67	11	523.64
Industry	Shipbuilding etc.	489	882.26	110	549.67
	Other Manuf.	8	877.86	4	638.17
	Electricity	44	990.26	4	368.28
	Bldg & Constr.	251	714.85	55	485.59
	W/Sale Trade	120	746.82	29	416.13
	Retail Trade	166	484.32	40	356.40
	Hotels etc.	35	577.19	19	387.02
	Sea Transport & Rel Services	127	669.03	2	403.09
	Other Transport	18	647.74	17	323.57
	Posts & Telecomms.	141	865.57	35	529.48
	Fin. Services	212	756.89	163	447.26
	Public Admin.	775	847.59	277	491.06
	Education	184	786.36	233	626.31
	Health	132	957.45	219	607.15
Other	109	716.33	51	462.67	
Occupation Group	Prof, Tech & Rel.	806	862.05	428	636.90
	Admin & Manag.	233	1010.00	40	467.22
	Clerical & Related	819	704.07	703	466.08
	Sales Workers	161	591.71	36	351.63
	Service Workers	550	842.22	28	549.10
	Prod, Constr, etc. workers	242	735.63	23	621.52



**Table 9: Analysis of average earnings and hours worked of weekly-paid part-time adults, April 1985**

		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly engs.	No.	Av. wkly hrs.	Av. wkly engs.
All part-time adults		157	17.9	39.16	719	20.4	44.06
Sector	Official	13	25.7	54.90	279	19.2	44.77
	Private	144	17.2	37.74	440	21.1	43.61
Nationality	Gibraltarian	131	18.0	39.61	610	20.8	45.61
	U.K.	7	13.4	39.96	87	18.9	36.81
	Moroccan	18	18.6	35.55	18	15.8	29.94
	Spanish	1	*	*	2	4.0	9.50
	Other	-	-	-	2	24.0	48.88
Industry	Shipbuilding etc.	3	24.7	55.30	72	18.0	39.41
	Other Manuf.	3	10.3	34.66	4	12.5	25.90
	Electricity	-	-	-	-	-	-
	Bldg & Constr.	9	19.4	47.56	12	12.1	48.48
	W/Sale Trade	30	18.1	40.56	31	16.8	37.27
	Retail Trade	54	17.2	38.29	214	22.5	41.89
	Hotels etc.	12	19.3	40.40	45	20.8	38.31
	Sea Transport & rel Services	4	15.5	42.90	6	13.2	34.20
	Other Transport	6	25.0	63.36	5	10.0	33.00
	Posts & Tele-comms.	-	-	-	4	30.0	68.43
	Fin: Services	2	21.5	90.30	38	12.6	34.73
	Public Admin.	1	*	*	41	19.9	47.09
	Education	1	*	*	144	19.6	45.23
	Health	3	4.0	25.00	11	19.2	47.51
	Other Services	29	17.9	27.03	92	25.4	58.53
Occupation Group	Prof, Tech & Rel	7	13.0	39.00	29	16.2	36.46
	Admin & Manag.	3	21.7	50.83	10	16.1	41.02
	Clerical & Rel.	33	16.9	42.88	98	20.9	45.39
	Sales Wkrs.	22	16.4	32.88	13	17.1	31.60
	Service Wkrs.	32	19.4	37.38	415	20.0	45.69
	Prod, Contr, wkrs.	60	18.6	39.81	154	22.6	41.53

\* Publication not allowed under Statistics Ordinance

Table 10: Industry by sex and nationality - all employees, April 1985

ALL SECTORS	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
All Industries	7891	3400	5549	2853	596	382	1497	122	106	12	143	31
Shipbuilding etc.	1844	435	1353	377	216	40	250	17	11	1	14	-
Other Manuf.	154	56	56	54	1	1	93	1	4	-	-	-
Electricity Supply	205	5	180	5	-	-	25	-	-	-	-	-
Bldg & Constr.	2013	106	1200	98	106	7	662	1	31	-	14	-
Wholesale Trade	445	113	317	105	15	5	94	2	13	1	6	-
Retail Trade	571	568	351	474	41	77	88	10	8	2	83	5
Hotels etc.	337	327	102	89	50	143	150	76	20	5	15	14
Sea Transport & rel services	210	20	155	19	9	1	40	-	4	-	2	-
Other Transport	88	27	61	27	-	-	20	-	6	-	1	-
Posts & Telecomms.	206	44	203	43	1	-	2	1	-	-	-	-
Fin: Services	245	277	233	249	11	25	-	3	-	-	1	-
Public Admin.	890	378	760	367	103	6	24	1	-	-	3	4
Education Services	216	429	184	377	28	49	2	-	-	-	2	3
Health	181	369	176	365	3	-	2	4	-	-	-	-
Other Services	286	246	218	204	12	28	45	6	9	3	2	5

Table 11: Industry, by sex, sector and nationality, all employees OFFICIAL SECTOR  
April 1985

OFFICIAL SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	4538	1743	3494	1598	301	115	717	21	10	1	16
Shipbuilding etc.	1204	401	902	348	91	36	201	16	8	1	2	-
Electricity supply	205	5	180	5	-	-	25	-	-	-	-	-
Bldg & Contr.	1613	84	1080	81	71	3	460	-	2	-	-	-
Retail Trade	29	66	10	41	8	23	2	1	-	-	9	1
Sea Transport & rel Services	57	2	57	2	-	-	-	-	-	-	-	-
Posts & Telecomms.	153	36	152	36	-	-	1	-	-	-	-	-
Public Admin.	890	378	760	367	103	6	24	1	-	-	3	4
Education	215	414	183	364	28	47	2	-	-	-	2	3
Health	170	352	168	349	-	-	2	3	-	-	-	-
Other Services	2	5	2	5	-	-	-	-	-	-	-	-

Table 12: Industry by sex, sector and nationality, all employees PRIVATE SECTOR

April 1985

PRIVATE SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	3353	1657	2055	1255	295	267	780	101	96	11	127
Shipbuilding etc.	640	34	451	29	125	4	49	1	3	-	12	-
Other Manuf.	154	56	56	54	1	1	93	1	4	-	-	-
Bldg & Constr.	400	22	120	17	35	4	202	1	29	-	14	-
Wholesale Trade	445	113	317	105	15	5	94	2	13	1	6	-
Retail Trade	542	502	341	433	33	54	86	9	8	2	74	4
Hotels etc.	337	327	102	89	50	143	150	76	20	5	15	14
Sea Transport & rel services	153	18	98	17	9	1	40	-	4	-	2	-
Other Transport	88	27	61	27	-	-	20	-	6	-	1	-
Posts & Telecomms.	53	8	51	7	1	-	1	1	-	-	-	-
Fin: Services	245	277	233	249	11	25	-	3	-	-	1	-
Education	1	15	1	13	-	2	-	-	-	-	-	-
Health Services	11	17	8	16	3	-	-	1	-	-	-	-
Other Services	284	241	216	199	12	28	45	6	9	3	2	5

Table 13: Movements in nos. employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - April 1985

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
April	1985	4768	44.8	£123.10	5.9	£21.50
<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	-	-
April	1985	157	17.9	£ 39.16	-	-

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
April	1985	1180	39.9	£82.74	1.5	£4.24
<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	-	-
April	1985	719	20.4	£44.06	-	-

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
April 1985	70	40.9	£61.60	1.5	£3.35
<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
April 1985	59	38.3	£53.02	0.4	£0.49

- Note: 1. The no. of juveniles recorded in April 1976 has dropped since the definition of "juveniles" has been changed to cover employees under 18 years of age and not under 9 as in previous surveys.
2. Surveys for October 1976 and April 1977 were incomplete due to the Industrial Dispute in M.O.D.

Table 14: Average Hourly Earnings indices, full-time weekly-paid men and women October 1971 - April 1985. (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
April 1985	751.0	818.7	453.6



Table 15: Movements in nos. employed and average earnings of all monthly-paid employees October 1971 - April 1985

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
April 1985	2811	£796.39
<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
April 1985	72	£184.78

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	£ 96.75
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
April 1985	1258	£523.53
<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
April 1985	151	£243.36

Analysis of mthly-paid employees	No.	Av. Earnings
<u>Full-time 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
April 1985	9	£292.80
<u>Full-time 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
April 1985	18	£328.98

Table 16: Average Hourly Earnings - Indices, full-time monthly-paid men and women October 1971 - April 1985 (October 1971 = 100.00)

MONTH	Av. Hrly Engs. <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
October 1984	758.5	775.5	441.8
April 1985	768.1	809.5	453.6

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 17: "Take-home pay" October 1972 - April 1985

Month	Av. wkly engs. 1.	Net take-home pay 2.	Index	I.R.P.
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
April 1985	£128.24	£95.17 (£100.17)	477.5 (490.5)	411.3

7.6%

21%

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 18: Distribution of average annual earnings of all employees, April 1985

£ 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	293	187	106	204	153	51	89	34	55
£ 1000 - £ 1500	114	12	102	38	5	33	76	7	69	
£ 1500 - £ 2000	240	39	201	50	12	38	190	27	163	
£ 2000 - £ 2500	478	117	361	95	52	43	383	65	318	
£ 2500 - £ 3000	312	191	121	80	59	21	232	132	100	
£ 3000 - £ 4000	1069	907	162	426	394	32	643	513	130	
£ 4000 - £ 5000	1797	1749	48	1189	1181	8	608	568	40	
£ 5000 - £ 6000	1810	1800	10	1329	1326	3	481	474	7	
£ 6000 - £ 7000	1452	1449	3	1159	1157	2	293	292	1	
£ 7000 - £ 8000	810	810	-	653	653	-	157	157	-	
£ 8000 - £ 9000	683	683	-	615	615	-	68	68	-	
£ 9000 - £10000	769	768	1	678	678	1	91	90	1	
£10000 - £11000	456	455	1	424	424	1	32	31	1	
£11000 - £12000	260	260	-	241	241	-	19	19	-	
£12000 - £13000	269	268	1	238	237	1	31	31	-	
£13000 - £14000	157	157	-	155	155	-	2	2	-	
£14000 - £15000	95	95	-	94	94	-	1	1	-	
£15000 - £20000	165	164	1	161	160	1	4	4	-	
£20000 - and over	62	62	-	62	62	-	-	-	-	
TOTAL	11291	10173	1118	7891	7658	233	3400	2515	885	

## Definitions

- i) "Official Employers" - The Gibraltar Government, Ministry of Defence (MOD) and the Department of the Environment (DOE).
- ii) "Frontier Worker" - An employee who is normally resident in Spain and is employed in Gibraltar.
- iii) "Juvenile" - A person under 18 years of age.
- iv) The definition of "part-time" was generally left to the discretion of the employers.
- v) Industries have been classified according to International Standard Industrial Classifications (I.S.I.C.)
- vi) "Overtime" - Work outside normal hours.
- vii) "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.
- viii) 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.
- ix) 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.
  - 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 Admin - Public Administration.
  - Prod, Constr - Production, Construction.
  - Prof, Tech & Rel - Professional, Technical and Related Workers.

