



GOVERNMENT OF GIBRALTAR

Employment Survey
Report
October 1985

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PREFACE

This is the thirty-second Employment Survey conducted in Gibraltar and the twenty-fifth 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.

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 co-operated in this survey.

MARCH 1986

ECONOMIC PLANNING
& STATISTICS OFFICE

ECONOMIC ADVISER/STATISTICIAN

1. COVERAGE

1.1 In October 1985 all known employers were sent Employment Survey questionnaires in respect of employees. Since December 1985 the information received has been processed manually and after sending out three reminders to late respondents, the survey was finally closed in January 1986. The tabulation of the data was completed during February 1986. Response was good and only a small number of employers were excluded in the final tabulation.

2. SUMMARY OF THE RESULTS

2.1 The October 1985 Survey shows an upward trend in employment mainly in ship-repairing at the commercial yard, the tourist related industries and the financial services. The survey recorded a total of 11626 persons in employment. This represents an increase of 335 over the level recorded in April 1985.

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

- (a) employment in the new commercial shiprepair company increased by some 150 between April and October 1985, rising to a total of 750 by October 1985;
- (b) employment in the private sector as a whole including the commercial yard has risen by some 350 employees since April 1985. Having regard to survey response, and slight seasonal fluctuations in employment, it is estimated that between 350 to 450 new private sector jobs have been created, excluding those in the new shiprepair company, since October 1984. This largely reflects the short-term effects of the opening of the frontier. The increases were in the retail industry (notably the food sector), the hotel and catering sector and, in financial services;
- (c) apart from the commercial shiprepair, the financial services recorded the highest increase in employment (+71) since April 1985;
- (d) the number of Spanish employees rose by 114 compared to April 1985, to a total of 232;

(e) a total of 286 employees were classified as "frontier workers" compared to 110 in April 1985. This includes 158 Spaniards, 63 UK nationals and 46 Gibraltarians. The majority (273) were employed in the private sector, mainly in the hotel and catering trade and the construction industry;

2.3 Average weekly earnings for full-time men rose by over 8% between April 1985 and October 1985. This is partly accounted for by a slight increase in the level of overtime and by the settlement of the 1985 Pay Review in certain areas. The increase however is mainly attributable to the fact that average weekly earnings for full-time men in the private sector rose by over 12%. This has meant that the parity established between average weekly earnings in the official and private sectors in April 1985 has been broken in favour of the latter. This is mainly the 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.

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 in real terms by 4.5% between October 1984 and October 1985.

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

	Analysis of Employees	Total	F-Time	P-Time
	All Employees	11626	10495	1131
Sex	Male	8154	7904	250
	Female	3472	2591	881
Sector	Official	6291	5897	394
	Private	5335	4598	737
Nationality	Gibraltarian	8344	7401	943
	U.K.	1152	1020	132
	Morrocان	1678	1636	42
	Spanish	232	223	9
	Other	220	215	5
Industry	Shipbuilding etc.	2439	2334	105
	Other Manuf.	218	203	15
	Electricity Supply	221	221	-
	Building and Constr.	2115	2096	19
	Wholesale Trade	601	518	83
	Retail Trade	1116	818	298
	Hotels Restaurants etc.	700	629	71
	Sea Transport & rel services	242	236	6
	Other transport	104	92	12
	Posts & Telecomms.	250	245	5
	Fin. Services	593	529	64
	Public Administration	1257	1211	46
	Education Services	645	468	177
	Health Services	544	484	60
	Other Services	581	411	170
Occupation Group	Prof, Tech & Rel	1398	1266	132
	Admin & Managerial	422	407	15
	Clerical and Related	2465	2249	216
	Sales Workers	812	655	157
	Service Workers	2201	1719	482
	Prod, Constr, etc. workers	4328	4199	129

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

ALL EMPLOYEES	TOTAL		OFFICIAL		PRIVATE	
	Total	Female	Total	Female	Total	Female
	Male	Female	Male	Female	Male	Female
<u>NATIONALITY</u>						
Gibraltarian	8344	2838	3466	1536	2040	1302
U.K.	1152	409	345	152	398	257
Moroccan	1678	136	725	24	817	112
Spanish	232	29	11	3	192	26
Other	220	60	19	10	141	50
T O T A L	11626	3472	4566	1725	3588	1747

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

FULL-TIME WEEKLY EMPLOYED	TOTAL		OFFICIAL		PRIVATE	
	Total	Female	Total	Female	Total	Female
	Male	Female	Male	Female	Male	Female
<u>NATIONALITY</u>						
Gibraltarian	3812	932	1821	394	1059	538
U.K.	512	187	82	29	243	158
Moroccan	1601	115	723	23	763	92
Spanish	213	24	11	3	178	21
Other	84	18	15	1	51	17
T O T A L	6222	1276	2652	450	2294	826

Table 5: No. of "Frontier workers" by sex, sector and nationality, October 1985

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	46	26	20	9	8	1	37	18	19
U.K.	63	23	40	4	1	3	59	22	37
Moroccan	7	7	-	-	-	-	7	7	-
Spanish	158	143	15	-	-	-	158	143	15
Other	12	4	8	-	-	-	12	4	8
T O T A L	286	203	83	13	9	4	273	194	79

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 October 1985

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult males		4840	45.7	133.99	6.9	26.79
Sector	Official	2618	45.7	130.02	6.6	25.03
	Private	2222	45.8	138.63	7.3	28.84
Nationality	Gibraltarian	2781	45.9	142.33	7.3	29.72
	U.K.	318	46.7	143.12	8.5	34.79
	Moroccan	1486	45.4	119.60	6.4	22.42
	Spanish	189	42.7	107.16	2.4	7.31
	Other	66	46.0	140.07	5.1	19.55
Industry	Shipbuilding etc.	1410	48.9	151.00	11.1	45.49
	Other Manuf.	146	47.7	129.33	9.6	28.30
	Elec. Supply	171	48.3	150.29	9.3	36.58
	Bldg & Constr.	1704	44.1	128.61	5.1	19.60
	W/Sale Trade	309	44.6	151.10	5.5	21.88
	Retail Trade	268	41.6	109.58	2.2	7.07
	Hotels etc.	300	44.5	99.84	4.6	13.42
	Sea Transport & Related Services	79	47.2	158.59	7.3	36.34
	Other Trans.	61	45.2	125.84	5.9	18.42
	Posts & Telecomms.	67	41.1	116.04	2.0	8.29
	Fin. Services	14	37.1	115.80	0.6	1.29
	Public Admin. Education	101	46.5	119.35	5.4	20.92
	Health	24	45.5	117.44	6.2	21.07
Other Services	45	44.3	115.73	4.6	16.58	
	141	43.2	115.62	2.5	8.18	
Occupation Group	Prof, Tech & Rel	63	41.5	139.97	2.5	11.66
	Admin & Manag.	60	38.4	266.36	0.3	1.29
	Clerical & Rel	343	42.4	119.34	3.4	12.43
	Sales Workers	178	40.0	112.00	0.8	2.55
	Service Wkrs.	518	44.7	111.13	4.7	16.14
	Prod, Constr, etc. workers	3678	46.6	137.40	8.0	31.52

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

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult females		1222	39.6	86.24	1.5	5.03
Sector	Official	448	41.6	97.50	2.7	9.57
	Private	774	38.5	79.75	0.9	2.41
Nationality	Gibraltarian	883	39.6	87.58	1.5	5.10
	U.K.	182	39.3	84.02	1.4	4.33
	Moroccan	115	40.5	82.11	2.3	6.90
	Spanish	24	39.6	76.72	0.6	2.02
	Other	18	39.3	82.26	0.2	0.57
Industry	Shipbuilding etc.	251	41.6	99.55	3.0	10.33
	Other Manuf.	41	38.9	85.08	0.9	2.00
	Elec. Supply	-	-	-	-	-
	Bldg & Constr.	39	39.8	91.21	1.0	4.14
	W/Sale Trade	41	40.0	85.88	0.3	0.68
	Retail Trade	292	39.2	77.67	0.8	2.23
	Hotels etc.	252	39.8	76.65	1.0	2.45
	Sea Transport & Related Services	5	35.6	66.40	-	-
	Other Trans.	13	37.4	83.89	-	-
	Posts & Tele-comms.	9	23.2	68.86	-	-
	Fin. Services	59	34.8	87.17	0.5	1.84
	Public Admin.	52	40.5	92.71	1.4	4.72
	Education	21	40.3	100.55	1.2	4.22
	Health	69	43.2	106.76	5.2	19.74
Other Services	78	37.8	81.67	0.8	2.69	
Occupation Group	Prof, Tech & Rel	12	37.7	81.76	0.2	0.52
	Admin & Manag.	22	37.0	100.00	0.6	2.55
	Clerical & Rel	280	37.9	86.47	0.6	1.91
	Sales Workers	228	39.3	76.24	0.7	1.87
	Service Wkrs.	581	40.4	88.09	2.3	7.83
	Prod, Constr, etc. workers	99	41.1	95.26	1.7	5.72

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

		ADULT MALES		ADULT FEMALES	
		No.	Av. engs	No.	Av. engs
Full-time adults		2948	826.32	1288	536.57
Sector	Official	1895	875.99	888	575.97
	Private	1053	743.26	400	451.86
Nationality	Gibraltarian	2412	838.31	1141	546.71
	U.K.	404	891.34	103	549.29
	Moroccan	30	466.81	5	461.33
	Spanish	9	471.51	1	250.00
	Other	93	475.89	38	224.27
Industry	Shipbuilding etc.	528	882.60	127	531.72
	Other Manuf.	11	968.02	5	614.93
	Electricity	50	920.54	-	-
	Bldg & Constr.	283	800.51	46	490.60
	W/Sale Trade	118	770.82	33	424.77
	Retail Trade	171	551.94	43	404.63
	Hotels etc.	44	584.74	21	477.70
	Sea Transport & Rel Services	140	704.86	11	403.18
	Other Transport	14	654.63	2	429.67
	Posts & Telecomms.	138	895.98	28	540.27
	Fin. Services	242	757.56	187	457.89
	Public Admin.	770	886.56	283	523.85
	Education	180	796.60	218	634.38
Health	143	1040.10	218	621.35	
Other	116	738.11	66	427.98	
Occupation Group	Prof, Tech & Rel.	760	923.02	425	647.73
	Admin & Manag.	270	1057.98	54	519.86
	Clerical & Related	842	709.11	727	480.86
	Sales Workers	170	580.13	36	399.07
	Service Workers	569	871.56	36	560.40
	Prod, Constr, etc. workers	337	784.50	10	589.44

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

		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly engs.	No.	Av. wkly hrs.	Av. wkly engs.
All part-time adults		183	17.7	38.69	735	21.1	45.43
Sector	Official	10	26.9	60.71	292	20.7	46.21
	Private	173	17.2	37.42	443	21.3	44.93
Nationality	Gibraltarian	145	17.0	37.73	617	21.4	46.58
	U.K.	8	17.8	43.58	96	21.4	42.51
	Moroccan	24	22.1	42.61	15	11.8	24.30
	Spanish	5	19.9	45.02	4	7.7	16.30
	Other	1	*	*	3	16.3	35.39
Industry	Shipbuilding etc.	13	18.8	63.46	80	20.7	44.09
	Other Manuf.	2	24.5	53.78	12	17.8	33.70
	Electricity	-	-	-	-	-	-
	Bldg & Constr.	1	*	*	13	22.2	54.44
	W/Sale Trade	27	16.8	37.65	29	17.7	39.33
	Retail Trade	58	18.8	39.70	214	21.9	43.76
	Hotels etc.	22	18.6	38.87	44	20.8	37.32
	Sea Transport & rel Services	1	*	*	3	16.7	43.73
	Other Transport	12	11.7	30.42	-	-	-
	Posts & Telecomms.	-	-	-	4	20.0	48.01
	Fin: Services	6	14.9	45.64	35	13.9	36.12
	Public Admin.	4	31.3	81.48	39	20.2	44.68
	Education	-	-	-	150	20.1	45.96
	Health	-	-	-	12	21.1	54.41
	Other Services	37	16.5	25.03	100	25.8	57.38
Occupation Group	Prof, Tech & Rel	10	20.4	44.43	32	20.3	46.74
	Admin & Manag.	2	11.5	32.65	3	20.3	46.13
	Clerical & Rel.	27	18.4	5.31	113	21.7	46.05
	Sales Wkrs.	20	19.2	37.96	120	23.0	45.68
	Service Wkrs.	41	19.3	35.70	430	20.7	45.75
	Prod, Contr, wkrs.	77	16.5	39.08	37	18.2	38.11

* Publication not allowed under Statistics Ordinance

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

ALL SECTORS	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	8154	3472	5506	2838	743	409	1542	136	203	29	160
Shipbuilding etc.	1992	447	1382	342	309	84	279	18	11	3	11	-
Other Manuf.	159	59	61	54	5	4	85	1	6	-	2	-
Electricity Supply	221	-	191	-	1	-	29	-	-	-	-	-
Bldg & Constr.	2010	105	1129	95	134	8	656	1	67	-	24	1
Wholesale Trade	481	120	314	101	21	15	107	2	29	2	10	-
Retail Trade	523	593	311	499	43	76	67	10	17	3	85	5
Hotels etc.	372	328	111	104	41	111	165	86	43	14	12	13
Sea Transport & rel services	223	19	161	17	13	2	42	-	3	-	4	-
Other Transport	89	15	61	13	-	-	15	-	13	-	-	2
Posts & Telecomms.	208	42	196	41	2	-	10	1	-	-	-	-
Fin: Services	278	315	258	280	17	8	-	3	-	-	3	24
Public Admin.	878	379	754	366	97	7	25	-	-	-	2	6
Education Services	210	435	179	373	29	59	1	1	-	-	1	2
Health	189	355	180	342	4	6	4	6	-	1	1	-
Other Services	321	260	218	211	27	29	57	7	14	6	5	7

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

October 1985

OFFICIAL SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	4566	1725	3466	1536	345	152	725	24	11	3	19
Shipbuilding etc.	1215	392	888	309	122	63	196	17	9	3	-	-
Electricity supply	221	-	191	-	1	-	29	-	-	-	-	-
Bldg & Contr.	1606	82	1053	79	85	2	459	-	2	-	7	1
Retail Trade	30	68	10	45	9	21	2	1	-	-	9	1
Sea Transport & rel Services	70	1	70	1	-	-	-	-	-	-	-	-
Posts & Telecomms.	154	34	144	34	1	-	9	-	-	-	-	-
Public Admin.	878	379	754	366	97	7	25	-	-	-	2	6
Education	209	428	178	366	29	59	1	1	-	-	1	2
Health	181	336	176	331	1	-	4	5	-	-	-	-
Other Services	2	5	2	5	-	-	-	-	-	-	-	-

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

October 1985

PRIVATE SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
All Industries	3588	1747	2040	1302	398	257	817	112	192	26	141	50
Shipbuilding etc.	777	55	494	33	187	21	83	1	2	-	11	-
Other Manuf.	159	59	61	54	5	4	85	1	6	-	2	-
Bldg & Constr.	404	23	76	16	49	6	197	1	65	-	17	-
Wholesale Trade	481	120	314	101	21	15	107	2	29	2	10	-
Retail Trade	493	525	301	454	34	55	65	9	17	3	76	4
Hotels etc.	372	328	111	104	41	111	165	86	43	14	12	13
Sea Transport & rel services	153	18	91	16	13	2	42	-	3	-	4	-
Other Transport	89	15	61	13	-	-	15	-	13	-	-	2
Posts & Telecomms.	54	8	52	7	1	-	1	1	-	-	-	-
Fin: Services	278	315	258	280	17	8	-	3	-	-	3	24
Education	1	7	1	7	-	-	-	-	-	-	-	-
Health Services	8	19	4	11	3	6	-	1	-	1	1	-
Other Services	319	255	216	206	27	29	57	7	14	6	5	7

Table 13: Movements in nos. employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - October 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
October	1985	4840	45.7	£133.99	6.9	£26.79
<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	-	-
October	1985	183	17.7	£ 38.69	-	-

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
October	1985	1222	39.6	£86.24	1.5	£5.03
<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	-	-
October	1985	735	21.1	£45.43	-	-

Analysis of wky paid employees		No.	Av. wky hrs.	Av. wky 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
October	1985	106	40.0	£66.19	1.4	£3.21
<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
October	1985	54	39.1	£58.71	0.7	£1.47

- 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 21 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 - October 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
October 1985	801.3	859.8	459.6

Table 15: Movements in nos. employed and average earnings of all monthly-paid employees October 1971 - October 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
October 1985	2948	£826.32
<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
October 1985	63	£166.32

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
April 1985	1258	£523.53
October 1985	1288	£536.57
<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
October 1985	142	£304.88

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
April 1985	9	£292.80
October 1985	10	£295.22
<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
April 1985	18	£328.98
October 1985	27	£320.81

Table 16: Average Hourly Earnings - Indices, full-time monthly-paid men and women October 1971 - October 1985 (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	758.5	775.5	441.8
April 1985	768.1	809.5	453.6
October 1985	797.0	829.6	459.6

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 - October 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
October 1985	£142.33	£104.33 (£109.33)	523.5 (535.4)	416.7

- 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 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	315	206	109	224	173	51	91	33	58
£ 1000 - £ 1500	119	17	102	46	5	41	73	12	61
£ 1500 - £ 2000	218	35	183	54	14	40	164	21	143
£ 2000 - £ 2500	461	94	367	67	26	41	394	68	326
£ 2500 - £ 3000	267	131	136	95	59	36	172	72	100
£ 3000 - £ 4000	1040	902	138	406	381	25	634	521	113
£ 4000 - £ 5000	1734	1706	28	1097	1090	7	637	616	21
£ 5000 - £ 6000	1817	1761	56	1312	1307	5	505	454	51
£ 6000 - £ 7000	1385	1378	7	1040	1038	2	345	340	5
£ 7000 - £ 8000	905	903	2	723	723	0	182	180	2
£ 8000 - £ 9000	691	690	1	611	610	1	80	80	0
£ 9000 - £10000	785	785	0	682	682	0	103	103	0
£10000 - £11000	523	523	0	488	488	0	35	35	0
£11000 - £12000	347	347	0	333	333	0	14	14	0
£12000 - £13000	321	320	1	289	289	0	32	31	1
£13000 - £14000	228	227	1	225	224	1	3	3	0
£14000 - £15000	142	142	0	140	140	0	2	2	0
£15000 - £20000	240	240	0	235	235	0	5	5	0
£20000 - and over	88	88	0	87	87	0	1	1	0
TOTAL	11626	10495	1131	8154	7904	250	3472	2591	881

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.

