

EA(S)



GOVERNMENT OF GIBRALTAR

# Employment Survey

## Report

April 1986



PREFACE

This is the thirty-third Employment Survey conducted in Gibraltar and the twenty-sixth 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 co-operated in this survey.

SEPTEMBER 1986

ECONOMIC PLANNING  
& STATISTICS OFFICE

ECONOMIC ADVISER/STATISTICIAN

## 1. COVERAGE

1.1 In April 1986 all known employers were sent Employment Survey questionnaires in respect of employees. Since June 1986 the information received has been processed manually and after sending out three reminders to late respondents, the survey was finally closed in August 1986 and tabulation completed during September 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 April 1986 Survey shows an increase in the overall level of employment mainly in the Building and Construction Industry, ship-repairing at the commercial yard and in the financial services. The survey recorded a total of 11869 persons in employment. This represents an increase of some 240 over the level recorded in October 1985.

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

- (a) employment in the commercial yard increased by some 65 between October 1985 and April 1986, rising to a total of 815 by April 1986;
- (b) employment in the private sector as a whole, including the commercial yard, rose by around 260 employees since October 1985;
- (c) the Building and Construction industry recorded the highest increase in employment (+81) since October 1985;
- (d) the Education Services show a decrease in part-timers of about 140. This is mainly as a result of the re-classification of charwomen from part-time to full-time employment;
- (e) the number of Spanish employees rose by 152 compared to October 1985, to a total of 384;

(f) a total of 370 employees were classified as "frontier workers" compared to 286 in October 1985. This includes 254 Spaniards, 67 U.K. nationals and 38 Gibraltarians. The majority (356) were employed in the private sector, mainly in the hotel and the construction industries.

2.3 Average earnings for full-time adult men increased marginally from £133.99 in October 1985 to £134.05 in April 1986. Earnings in the private sector fell, however, mainly as a result of a decrease in overtime levels. Average weekly earnings in the official sector increased by 8.7% reflecting both the settlement in full of the 1985 Pay Review and on increases in overtime earnings of some 20%. Average earnings for full-time monthly-paid employees in April 1986 were £849.71 for adult males and £565.05 for adult females, a rise of 2.8% and 5.3% respectively compared to October 1985. Again this reflects settlement of the 1985 Pay Review.

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 5.9% between April 1985 and April 1986.

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Table 1: Analysis of the number of employees, April 1986.

	Analysis of Employees	Total	F-Time	P-Time
	All Employees	11869	10926	943
Sex	Male	8235	7991	244
	Female	3634	2935	699
Sector	Official	6266	6039	227
	Private	5603	4887	716
Nationality	Gibraltarian	8222	7470	752
	U.K.	1312	1183	129
	Moroccan	1752	1705	47
	Spanish	384	372	12
	Other	199	196	3
Industry	Shipbuilding etc.	2510	2423	87
	Other Manuf.	208	195	13
	Electricity Supply	214	213	1
	Building and Constr.	2196	2165	31
	Wholesale Trade	601	510	91
	Retail Trade	1129	832	297
	Hotels Restaurants etc.	728	661	67
	Sea Transport & rel services	210	197	13
	Other transport	80	75	5
	Posts & Telecomms.	245	240	5
	Fin. Services	653	606	47
	Public Administration	1300	1277	23
	Education Services	624	587	37
	Health Services	571	504	67
	Other Services	600	441	159
Occupation Group	Prof, Tech & Rel	1526	1373	153
	Admin & Managerial	491	473	18
	Clerical and Related	2622	2404	218
	Sales Workers	765	577	188
	Service Workers	2265	1984	281
	Prod, Constr, etc. workers	4200	4115	85

Table 2: Nos. employed by sex, sector and nationality, all employees, April 1986

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
<u>NATIONALITY</u>										
Gibraltarian	8222	5302	2920	4912	3357	1555	3310	1945	1365	
U.K.	1312	836	476	535	366	169	777	470	307	
Moroccan	1752	1598	154	758	730	28	994	868	126	
Spanish	384	344	40	28	24	4	356	320	36	
Other	199	155	44	33	22	11	166	133	33	
T O T A L	11869	8235	3634	6266	4499	1767	5603	3736	1867	

Table 3: Nos. employed full-time weekly, by sex, sector and nationality, April 1986

FULL-TIME WEEKLY EMPLOYED	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	3837	2680	1157	2266	1712	554	1571	968	603
U.K.	631	432	199	126	91	35	505	341	164
Moroccan	1693	1563	130	754	728	26	939	835	104
Spanish	363	330	33	26	24	2	337	306	31
Other	91	68	23	20	16	4	71	52	19
T O T A L	6615	5073	1542	3192	2571	621	3423	2502	921



Table 4: Nos. employed full-time monthly by sex, sector and nationality, April 1986

FULL-TIME MONTHLY EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	3633	2431	1202	2467	1629	838	1166	802	364
U.K.	552	384	168	366	272	94	186	112	74
Moroccan	12	11	1	-	-	-	12	11	1
Spanish	9	7	2	2	-	2	7	7	-
Other	105	85	20	12	5	7	93	80	13
T O T A L	4311	2918	1393	2847	1906	941	1464	1012	452

Table 5: No. of "Frontier Workers" by sex, sector and nationality, April 1986

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	<u>NATIONALITY</u>								
Gibraltarian	38	24	14	11	9	2	27	15	12
U.K.	67	28	39	2	-	2	65	28	37
Moroccan	6	4	2	-	-	-	6	4	2
Spanish	254	231	23	-	-	-	254	231	23
Other	5	3	2	1	1	-	4	2	2
T O T A L	370	290	80	14	10	4	356	280	76

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 1986

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult males		4952	45.5	134.05	6.8	25.54
Sector	Official	2531	47.3	141.29	8.1	30.55
	Private	2421	43.7	126.47	5.5	20.30
Nationality	Gibraltarian	2584	46.2	143.19	7.5	29.43
	U.K.	411	44.4	135.89	6.3	24.18
	Moroccan	1559	45.4	121.38	6.5	22.34
	Spanish	330	43.0	116.78	3.8	13.08
	Other	68	42.9	149.73	5.1	19.56
Industry	Shipbuilding etc.	1463	47.4	145.31	9.3	35.99
	Other Manuf.	142	47.0	133.81	9.9	31.44
	Elec. Supply	154	48.9	172.77	9.8	41.24
	Bldg & Constr.	1767	45.1	131.99	6.0	21.33
	W/Sale Trade	294	44.2	126.25	5.5	23.62
	Retail Trade	265	41.3	117.25	2.5	8.25
	Hotels etc.	317	43.2	95.44	3.7	10.74
	Sea Transport & Related Services	67	45.1	168.40	6.0	27.85
	Other Trans.	54	45.9	138.08	7.2	25.84
	Posts & Telecomms.	63	45.9	144.17	7.0	28.81
	Fin. Services	14	32.3	116.81	0.6	1.78
	Public Admin.	136	47.6	136.55	8.7	35.00
	Education	31	43.2	120.88	4.5	15.70
	Health	33	45.6	129.17	5.8	22.50
Other Services	152	42.1	117.56	2.7	11.00	
Occupation Group	Prof, Tech & Rel	107	40.5	137.08	3.5	15.90
	Admin & Manag.	92	38.5	165.52	1.2	5.10
	Clerical & Rel	353	43.9	124.27	5.2	19.60
	Sales Workers	154	40.6	112.47	1.7	5.43
	Service Wkrs.	559	45.7	120.93	6.6	24.95
	Prod, Constr, etc. workers	3687	46.2	137.00	7.4	27.82

Table 7 : Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, April 1986

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult females		1486	36.9	84.13	1.7	9.99
Sec-tor	Official	619	36.6	88.93	2.6	8.12
	Private	867	37.2	80.70	1.0	11.33
Natio-nality	Gibraltarian	1104	36.0	84.56	1.6	11.57
	U.K.	197	38.5	80.51	1.0	3.08
	Moroccan	130	41.9	85.77	3.2	9.03
	Spanish	32	40.3	80.51	1.4	4.65
	Other	23	37.2	89.89	2.1	6.21
Industry	Shipbuilding etc.	255	42.5	106.15	4.6	13.19
	Other Manuf.	41	39.1	85.22	2.2	5.28
	Elec. Supply	-	-	-	-	-
	Bldg & Constr.	45	36.6	85.73	1.0	2.27
	W/Sale Trade	50	35.0	84.91	0.4	1.28
	Retail Trade	314	39.3	80.35	1.2	26.12
	Hotels etc.	257	38.8	75.80	1.0	2.86
	Sea Transport & Related Services	18	42.2	176.08	6.7	22.73
	Other Trans.	4	42.5	90.75	-	-
	Posts & Tele-comms.	5	23.8	53.21	-	-
	Fin. Services	90	28.7	78.83	0.6	2.26
	Public Admin.	81	30.4	75.61	0.6	2.06
	Education	142	24.1	55.90	0.3	1.00
	Health	81	41.8	104.16	3.2	12.83
Other Services	103	37.3	80.05	0.5	1.99	
Occupation Group	Prof, Tech & Rel	15	39.3	96.21	3.4	8.98
	Admin & Manag.	21	37.3	176.78	-	-
	Clerical & Rel	310	38.0	88.78	0.7	2.19
	Sales Workers	247	39.4	76.45	1.4	32.72
	Service Wkrs.	789	34.9	79.48	1.8	5.78
	Prod, Constr, etc. workers	104	42.9	103.26	4.4	13.42

**Table 8: Analysis of average earnings of monthly-paid full-time adults, April 1986**

		ADULT MALES		ADULT FEMALES	
		No.	Av. engs	No.	Av. engs
<b>Full-time adults</b>		<b>2900</b>	<b>849.71</b>	<b>1370</b>	<b>565.05</b>
<b>Sec- tor</b>	Official	1904	894.87	930	604.57
	Private	996	769.37	440	483.85
<b>Natio- nality</b>	Gibraltarian	2413	857.89	1179	566.25
	U.K.	384	916.60	168	572.69
	Moroccan	11	537.50	*	455.00
	Spanish	7	597.22	2	580.88
	Other	85	479.51	20	443.46
<b>Industry</b>	Shipbuilding etc.	534	858.42	122	517.88
	Other Manuf.	7	717.12	2	750.00
	Electricity	43	1055.50	6	381.23
	Bldg & Constr.	269	780.31	56	490.39
	W/Sale Trade	130	149.07	27	501.05
	Retail Trade	165	553.76	39	408.60
	Hotels etc.	49	600.61	28	474.59
	Sea Transport & Rel Services	102	829.38	9	438.11
	Other Transport	14	586.12	2	484.38
	Posts & Telecomms.	137	983.61	34	540.35
	Fin. Services	242	798.75	229	489.21
	Public Admin.	765	912.33	288	537.75
	Education	186	848.57	227	682.88
Health	146	1048.44	235	692.58	
Other	111	728.43	66	480.55	
<b>Occupation Group</b>	Prof, Tech & Rel.	798	930.55	444	701.53
	Admin & Manag.	310	1016.10	49	519.04
	Clerical & Related	888	749.29	863	498.19
	Sales Workers	107	567.84	24	410.80
	Service Workers	581	874.92	38	610.81
	Prod, Constr, etc. workers	216	827.73	12	619.22

\* Publication not allowed under Statistics Ordinance

Table 9: Analysis of average earnings and hours worked of weekly-paid part-time adults, April 1986

		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly engs.	No.	Av. wkly hrs.	Av. wkly engs.
All part-time adults		167	18.5	46.63	530	21.6	51.67
Sector	Official	9	22.6	55.26	119	20.5	46.87
	Private	158	18.3	46.14	411	21.9	53.06
Nationality	Gibraltarian	124	16.7	40.24	413	21.9	50.96
	U.K.	13	26.0	75.07	91	20.0	52.78
	Moroccan	22	21.0	50.73	21	22.9	66.28
	Spanish	7	28.5	68.48	5	18.4	28.71
	Other	1	*	*	-	-	-
Industry	Shipbuilding etc.	11	19.1	66.17	75	19.1	43.56
	Other Manuf.	1	*	*	10	20.3	42.10
	Electricity	-	-	-	-	-	-
	Bldg & Constr.	13	22.7	93.47	14	25.9	63.34
	W/Sale Trade	21	19.9	49.04	29	21.6	67.04
	Retail Trade	52	16.9	40.17	216	20.8	48.73
	Hotels etc.	24	25.0	48.80	33	20.8	37.87
	Sea Transport & rel Services	3	16.7	37.32	6	22.5	52.80
	Other Transport	4	18.0	44.75	1	*	*
	Posts & Tele-comms.	-	-	-	4	30.0	71.98
	Fin: Services	3	20.8	83.19	20	15.2	41.64
	Public Admin.	-	-	-	15	21.4	51.80
	Education	-	-	*	4	20.6	45.39
	Health	-	-	-	13	18.6	42.18
Other Services	35	13.8	27.08	90	26.7	68.22	
Occupation Group	Prof, Tech & Rel	13	14.7	46.84	36	16.6	54.46
	Admin & Manag.	6	28.4	75.44	4	21.5	54.92
	Clerical & Rel.	27	15.7	40.95	109	20.6	52.96
	Sales Wkrs.	22	19.2	43.46	136	20.9	46.88
	Service Wkrs.	43	21.9	42.30	224	21.9	50.13
	Prod, Contr, wkrs.	56	16.9	50.80	21	35.4	87.02

\* Publication not allowed under Statistics Ordinance

Table 10: Industry by sex and nationality - all employees, April 1986

ALL SECTORS	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	8235	3634	5302	2920	476	1598	154	344	40	155	44	
2056	454	1333	363	64	304	19	67	4	21	4		
151	57	56	51	3	80	3	8	-	1	-		
207	7	171	7	-	33	-	-	-	-	-		
2076	120	1033	101	13	713	4	130	-	13	2		
473	128	312	112	11	106	4	30	1	7	-		
512	617	296	514	80	77	13	18	5	72	5		
400	328	104	96	116	173	84	58	18	18	14		
175	35	136	28	6	16	1	2	-	3	-		
72	8	53	5	2	10	-	6	-	1	1		
201	44	192	42	1	9	1	-	-	-	-		
282	371	259	311	52	-	3	-	1	4	4		
908	392	786	374	13	23	-	-	-	3	5		
223	401	196	351	50	3	-	-	-	2	-		
182	389	164	338	39	4	10	-	1	-	1		
317	283	211	227	26	47	12	25	10	10	8		

Table 11: Industry by sex, sector and nationality, all employees OFFICIAL SECTOR  
April 1986

OFFICIAL SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	4499	1767	3357	1555	366	169	730	28	24	4	22
Shipbuilding etc.	1215	401	876	326	129	51	198	17	5	4	7	3
Electricity Supply	207	7	171	7	3	-	33	-	-	-	-	-
Bldg & Constr.	1516	90	943	80	93	6	460	2	19	-	1	2
Retail Trade	32	70	11	46	11	23	1	-	-	-	9	1
Sea Transport & rel Services	62	8	61	8	-	-	1	-	-	-	-	-
Posts & Telecomms.	150	38	141	38	-	-	9	-	-	-	-	-
Public Admin.	908	392	786	374	96	13	23	-	-	-	3	5
Education	220	386	195	339	22	47	1	-	-	-	2	-
Health	179	359	163	321	12	29	4	9	-	-	-	-
Other Services	10	16	10	16	-	-	-	-	-	-	-	-



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

April 1986

PRIVATE SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	3736	1867	1945	1365	470	307	868	126	320	36	133
Shipbuilding etc.	841	53	457	37	202	13	106	2	62	-	14	1
Other Manuf.	151	57	56	51	6	3	80	3	8	-	1	-
Bldg & Constr.	560	30	90	21	94	7	253	2	111	-	12	-
Wholesale Trade	473	128	312	112	18	11	106	4	30	1	7	-
Retail Trade	480	547	285	468	38	57	76	13	18	5	63	4
Hotels etc.	400	328	104	96	47	116	173	84	58	18	18	14
Sea Transport & rel services	113	27	75	20	18	6	15	1	2	-	3	-
Other Transport	72	8	53	5	2	2	10	-	6	-	1	1
Posts & Telecomms.	51	6	51	4	-	1	-	1	-	-	-	-
Fin: Services	282	371	259	311	19	52	-	3	-	1	4	4
Education	3	15	1	12	-	3	2	-	-	-	-	-
Health Services	3	30	1	17	2	10	-	1	-	1	-	1
Other Services	307	267	201	211	24	26	47	12	25	10	10	8

Table 13: Movements in Nos. Employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - April 1986

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
April 1986	4952	45.5	£134.05	6.8	£25.54

Analysis of wkly paid employees	No.	Av. wkly hrs.	Av. wkly engs.	Av. ov. hrs.	Av. ov. engs.
<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	-	-
April 1986	167	18.5	£46.63	-	-

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
April 1986	1486	36.9	£84.13	1.7	£9.99

Analysis of wkly paid employees	No.	Av. wkly hrs.	Av. wkly engs.	Av. ov. hrs.	Av. ov. engs.
<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	-	-
April 1986	530	21.6	£51.67	-	-

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
October 1985	106	40.0	£66.19	1.4	£3.21
April 1986	121	40.7	£75.25	2.6	£7.89

Analysis of wkly paid employees	No.	Av. wkly hrs.	Av. wkly engs.	Av. ov. hrs.	Av. ov. engs.
<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
April 1986	56	38.7	£60.33	0.9	£2.14

- 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 - April 1986 (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	533.1	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
April 1986	805.2	900.1	469.3



Table 15: Movements in nos. employed and average earnings of all monthly-paid employees October 1971 - April 1986

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
April 1986	2900	£849.71

Analysis of monthly-paid employees	No.	Av. Earnings
<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
April 1986	74	£186.31

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
April 1986	1370	£565.05

Analysis of mthly- paid employees	No.	Av. Earnings
<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
April 1986	164	£305.27

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
April 1986	18	£309.57

Analysis of mthly-paid employees	No.	Av. Earnings
<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
April 1986	23	£315.47

Table 16: Average Hourly Earnings - Indices, full-time monthly-paid men and women October 1971 - April 1986 (October 1971 = 100.00)

MONTH	Av. Hrly Eings. <sup>1</sup> Index		I.R.P.
	A. MALES	A. FEMALES	(ALL ITEMS)
October 1971	100.0	100.0	100.0
April 1972	106.4	100.6	105.8
October 1972	120.5	116.4	110.3
October 1973	135.0	142.8	125.7
April 1974	141.1	145.9	138.0
April 1975	169.9	191.3	167.5
October 1975	180.7	191.4	175.9
April 1976	217.6	205.3	186.2
October 1977	247.0	270.4	231.1
April 1978	269.8	265.6	240.7
October 1978	391.9	412.7	262.3
April 1979	413.5	423.6	280.2
October 1979	441.0	477.6	305.2
April 1980	466.0	510.7	318.5
October 1980	529.2	597.7	332.8
April 1981	546.7	616.4	343.6
October 1981	591.2	646.1	363.6
April 1982	615.2	759.1	377.3
October 1982	650.3	695.9	391.3
April 1983	677.1	744.7	397.6
October 1983	699.6*	775.4*	411.7
April 1984	717.2	765.0	421.4
October 1984	758.5	775.5	441.8
April 1985	768.1	809.5	453.6
October 1985	797.0	829.6	459.6
April 1986	819.6	873.7	469.3

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 1986

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	£102.29		£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
April 1986	£143.19		£104.27	(£109.27)	523.2 (535.1)	425.6
October 1986	£150.38		£115.02	(£120.22)	577.1 (587.8)	432.3
October 1987	£160.00		£120.95	(£125.95)	606.9 (616.8)	463.9

old tax £108.14

Notes: 1. Assumption - adult males, full-time weekly-paid (liberalarians, 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 1986

£ 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	267	166	101	189	134	55	78	32	46
£ 1000 - £ 1500	137	28	109	47	10	37	90	18	72
£ 1500 - £ 2000	202	53	149	49	16	33	153	37	116
£ 2000 - £ 2500	271	125	146	76	33	43	195	92	103
£ 2500 - £ 3000	433	284	149	99	78	21	334	206	128
£ 3000 - £ 4000	930	810	120	359	337	22	571	473	98
£ 4000 - £ 5000	1516	1444	72	866	854	12	650	590	60
£ 5000 - £ 6000	1844	1826	18	1303	1298	5	541	528	13
£ 6000 - £ 7000	1739	1679	60	1255	1249	6	484	430	54
£ 7000 - £ 8000	989	981	8	814	810	4	175	171	4
£ 8000 - £ 9000	768	763	5	677	674	3	91	89	2
£ 9000 - £ 10000	632	631	1	528	528	-	104	103	1
£ 10000 - £ 11000	657	657	-	603	603	-	54	54	-
£ 11000 - £ 12000	452	449	3	402	400	2	50	49	-
£ 12000 - £ 13000	269	269	-	253	253	-	16	16	-
£ 13000 - £ 14000	211	211	-	196	196	-	15	15	-
£ 14000 - £ 15000	188	188	-	166	166	-	22	22	-
£ 15000 - £ 20000	282	280	2	272	271	1	10	9	1
£ 20000 - and over	82	82	-	81	81	-	1	1	-
T O T A L	11869	10926	943	8235	7991	244	3634	2935	699

## 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.



