

E.A.C.



GOVERNMENT OF GIBRALTAR

# Employment Survey

## Report

October 1986

10

11

12

PREFACE

This is the thirty-fourth Employment Survey conducted in Gibraltar and the twenty-seventh 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.

MARCH 1987

ECONOMIC PLANNING  
& STATISTICS OFFICE

ECONOMIC ADVISER/STATISTICIAN

## 1. COVERAGE

1.1 In October 1986 all known employers were sent Employment Survey questionnaires in respect of employees. The information received has been processed through the computer and after sending out three reminders to late respondents, the survey was finally closed in January 1986 and tabulation completed during March 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 1986 Survey shows an increase in the overall level of employment which, for the first time, passed the 12,000 mark to total 12507. This represents an increase of 638 over the level recorded in April 1986. The increased employment levels were more significant in the Building and Construction industry, the Wholesale/Retail trades, the Transport sector and in the Financial Services.

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

- (a) Employment in the Building and Construction industry increased by 360 between April 1986 and October 1986, rising to a total of 2556 by October 1986;
- (b) The Wholesale/Retail trades recorded a total employment level of 1822 in October 1986 compared to 1730 in April 1986 i.e. a rise of 92 over the period;
- (c) Employment in the financial sector continued to increase from 653 in April 1986 to 701 in October 1986;
- (d) Employment levels were also on the increase in the Transport sector, from 80 in April 1986 to 147 in October 1986;
- (e) The number of Spanish employees rose by 82 compared to April 1986, to a total of 466;

- (f) Employment in the private sector as a whole, including the commercial yard, rose by 642 employees since April 1986 to a total of 6245 i.e. to virtually the same employment level as in the Official Sector;
- (g) The Building and Construction industry, boosted by the recent spate of developments, overtook the Shipbuilding Industry as the leading industry in terms of employment;
- (h) A total of 564 employees were classified as "frontier workers" compared to 370 in April 1986. This includes 351 Spaniards, 134 U.K. nationals and 60 Gibraltarians. The majority (558) were employed in the private sector, mainly in the construction industry.

2.3 Average weekly earnings for full-time adult men increased from £134.05 in April 1986 to £143.49 in October 1986. Earnings in the Private Sector rose by 9.5% with average weekly earnings in the Official Sector increasing by some 5%. These increases reflect increased overtime earnings of around 24% in the private sector and the settlement of the 1986 Pay Review in the official sector. Average earnings for full-time monthly-paid employees in October 1986 were £870.67 for adult males and £570.30 for adult females, a rise of 2.5% and 1.0% respectively compared to April 1986.

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 6.3% between October 1985 and October 1986.

3. APPENDIX: LIST OF TABLES

| <u>TABLES</u>   | <u>PAGE NO.</u> |
|---|-----------------|
| Table 1: Analysis of the no. of employees, October 1986   | 1               |
| Table 2: Nos. employed by sex, sector and nationality, all employees, October 1986  | 2               |
| Table 3: Nos. employed full-time weekly by sex, sector and nationality, October 1986  | 2               |
| Table 4: Nos. employed full-time monthly by sex, sector and nationality, October 1986   | 3               |
| Table 5: No. of "frontier workers" by sex, sector and nationality, October 1986   | 4               |
| Table 6: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult males, October 1986                         | 5               |
| Table 7: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, October 1986                       | 6               |
| Table 8: Analysis of average earnings of monthly-paid full-time adults, October 1986  | 7               |
| Table 9: Analysis of average earnings and hours worked of weekly-paid part-time adults, October 1986  | 8               |
| Table 10: Industry by sex and nationality - ALL EMPLOYEES, October 1986   | 9               |
| Table 11: Industry by sex, sector and nationality, all employees, OFFICIAL SECTOR, October 1986   | 10              |
| Table 12: Industry by sex, sector and nationality, all employees, PRIVATE SECTOR, October 1986  | 11              |
| Table 13: Movements in nos. employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - October 1986 | 12-17           |
| Table 14: Average hourly earnings indices, full-time weekly-paid men and women, October 1971 - October 1986                                 | 18              |
| Table 15: Movements in nos. employed and average earnings of all monthly-paid employees, October 1971 - October 1986                        | 19-24           |
| Table 16: Average hourly earnings, indices full-time monthly-paid men and women, October 1971 - October 1986                                | 25              |
| Table 17: "Take-home pay", October 1972-October 1986  | 26              |
| Table 18: Distribution of average annual earnings of all employees, October 1986  | 27              |
| Definitions   | 28              |

Table 1: Analysis of the number of employees, October 1986

|                  | Analysis of Employees  | Total   | F-Time   | P-Time   |
|------------------|--|---|--|--|
|                  | All Employees  | 12507   | 11505  | 1002   |
| Sex              | Male<br>Female   | 8735<br>3772  | 8481<br>3024   | 254<br>748   |
| Sector           | Official<br>Private  | 6262<br>6245  | 6040<br>5465   | 222<br>780   |
| Nationality      | Gibraltarian<br>U.K.<br>Moroccan<br>Spanish<br>Other   | 8433<br>1498<br>1868<br>466<br>242  | 7645<br>1351<br>1816<br>457<br>236   | 788<br>147<br>52<br>9<br>6   |
| Industry         | Shipbuilding etc.<br>Other Manuf.<br>Electricity Supply<br>Building and Constr.<br>Wholesale Trade<br>Retail Trade<br>Hotels Restaurants etc.<br>Sea Transport &<br>rel services<br>Other transport<br>Posts & Telecomms.<br>Fin. Services<br>Public Administration<br>Education Services<br>Health Services<br>Other Services | 2532<br>206<br>214<br>2356<br>623<br>1199<br>722<br>218<br>147<br>238<br>701<br>1234<br>652<br>575<br>690 | 2430<br>187<br>213<br>2536<br>545<br>902<br>651<br>213<br>130<br>232<br>652<br>1221<br>602<br>492<br>499 | 102<br>19<br>1<br>20<br>78<br>297<br>71<br>5<br>17<br>6<br>49<br>13<br>50<br>83<br>191 |
| Occupation Group | Prof, Tech & Rel<br>Admin & Managerial<br>Clerical and Related<br>Sales Workers<br>Service Workers<br>Prod, Constr, etc.<br>workers  | 1522<br>533<br>2729<br>821<br>2281<br>4621  | 1384<br>518<br>2494<br>634<br>1945<br>4530   | 138<br>15<br>235<br>187<br>336<br>91   |

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

| ALL EMPLOYEES      | TOTAL |      | OFFICIAL |       |      | PRIVATE |       |      |        |
|--------------------|-------|------|----------|-------|------|---------|-------|------|--------|
|                    | Total | Male | Female   | Total | Male | Female  | Total | Male | Female |
|                    |       |      |          |       |      |         |       |      |        |
| <u>NATIONALITY</u> |       |      |          |       |      |         |       |      |        |
| Gibraltarian       | 8433  | 5516 | 2917     | 4873  | 3390 | 1483    | 3560  | 2126 | 1434   |
| U.K.               | 1498  | 873  | 625      | 590   | 336  | 254     | 908   | 537  | 371    |
| Moroccan           | 1868  | 1717 | 151      | 744   | 720  | 24      | 1124  | 997  | 127    |
| Spanish            | 466   | 436  | 40       | 19    | 17   | 2       | 447   | 409  | 38     |
| Other              | 242   | 203  | 39       | 36    | 23   | 13      | 206   | 180  | 26     |
| T O T A L          | 12507 | 8735 | 3772     | 6262  | 4486 | 1776    | 6245  | 4249 | 1996   |

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

| FULL-TIME WEEKLY EMPLOYEES | TOTAL |      | OFFICIAL |       |      | PRIVATE |       |      |        |
|----------------------------|-------|------|----------|-------|------|---------|-------|------|--------|
|                            | Total | Male | Female   | Total | Male | Female  | Total | Male | Female |
|                            |       |      |          |       |      |         |       |      |        |
| <u>NATIONALITY</u>         |       |      |          |       |      |         |       |      |        |
| Gibraltarian               | 3993  | 2839 | 1154     | 2342  | 1775 | 567     | 1651  | 1064 | 587    |
| U.K.                       | 637   | 429  | 208      | 96    | 69   | 27      | 541   | 360  | 181    |
| Moroccan                   | 1801  | 1671 | 130      | 740   | 717  | 23      | 1061  | 954  | 107    |
| Spanish                    | 443   | 409  | 34       | 19    | 17   | 2       | 424   | 392  | 32     |
| Other                      | 109   | 94   | 15       | 15    | 14   | 1       | 94    | 80   | 14     |
| T O T A L                  | 6983  | 5472 | 1541     | 3812  | 2592 | 620     | 3771  | 2850 | 921    |



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

| FULL-TIME<br>MONTHLY<br>EMPLOYEES | TOTAL |      |        | OFFICIAL |      |        | PRIVATE |      |        |  |
|-----------------------------------|-------|------|--------|----------|------|--------|---------|------|--------|--|
|                                   | Total | Male | Female | Total    | Male | Female | Total   | Male | Female |  |
| <u>NATIONALITY</u>                |       |      |        |          |      |        |         |      |        |  |
| Gibraltarian                      | 3652  | 2478 | 1174   | 2359     | 1598 | 761    | 1293    | 880  | 413    |  |
| U.K.                              | 714   | 426  | 288    | 449      | 266  | 183    | 265     | 160  | 105    |  |
| Moroccan                          | 15    | 13   | 2      | -        | -    | -      | 15      | 13   | 2      |  |
| Spanish                           | 14    | 14   | -      | -        | -    | -      | 14      | 14   | -      |  |
| Other                             | 127   | 108  | 19     | 20       | 8    | 12     | 107     | 100  | 7      |  |
| T O T A L                         | 4522  | 3039 | 1483   | 2828     | 1872 | 956    | 1694    | 1167 | 527    |  |

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

| ALL EMPLOYEES      | TOTAL |      |        | OFFICIAL |      |        | PRIVATE |      |        |
|--------------------|-------|------|--------|----------|------|--------|---------|------|--------|
|                    | Total | Male | Female | Total    | Male | Female | Total   | Male | Female |
|                    |       |      |        |          |      |        |         |      |        |
| <u>NATIONALITY</u> |       |      |        |          |      |        |         |      |        |
| Gibraltarian       | 60    | 30   | 30     | 2        | 2    | -      | 58      | 28   | 30     |
| U.K.               | 134   | 52   | 82     | 3        | -    | 3      | 131     | 52   | 79     |
| Moroccan           | 5     | 5    | -      | -        | -    | -      | 5       | 5    | -      |
| Spanish            | 351   | 328  | 23     | 1        | 1    | -      | 350     | 327  | 23     |
| Other              | 14    | 12   | 2      | -        | -    | -      | 14      | 12   | 2      |
| T O T A L          | 564   | 427  | 137    | 6        | 3    | 3      | 558     | 424  | 134    |

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 1986

|                           |                                  | No.  | Av. wkly hrs. | Av. wkly engs. | Av. Ov. hrs. | Av. Ov. engs. |
|---------------------------|----------------------------------|------|---------------|----------------|--------------|---------------|
| All full-time adult males |                                  | 5283 | 46.0          | 143.49         | 7.0          | 27.87         |
| Sector                    | Official                         | 2527 | 46.8          | 148.80         | 7.8          | 30.73         |
|                           | Private                          | 2756 | 45.2          | 138.51         | 6.3          | 25.18         |
| Nationality               | Gibraltarian                     | 2699 | 46.2          | 150.38         | 7.2          | 29.81         |
|                           | U.K.                             | 411  | 45.0          | 146.99         | 6.1          | 25.05         |
|                           | Moroccan                         | 1671 | 46.5          | 133.31         | 7.6          | 27.83         |
|                           | Spanish                          | 408  | 44.2          | 135.83         | 5.2          | 21.05         |
|                           | Other                            | 94   | 42.9          | 137.92         | 2.7          | 10.40         |
| Industry                  | Shipbuilding etc.                | 1430 | 48.3          | 159.67         | 9.7          | 40.30         |
|                           | Other Manuf.                     | 131  | 46.8          | 138.26         | 8.9          | 32.27         |
|                           | Elec. Supply                     | 162  | 49.5          | 180.59         | 10.6         | 44.50         |
|                           | Bldg & Constr.                   | 2064 | 45.2          | 142.89         | 6.2          | 23.64         |
|                           | W/Sale Trade                     | 304  | 44.2          | 131.16         | 5.7          | 23.63         |
|                           | Retail Trade                     | 300  | 41.7          | 112.06         | 2.4          | 7.51          |
|                           | Hotels etc.                      | 300  | 44.5          | 104.77         | 4.9          | 15.39         |
|                           | Sea Transport & Related Services | 65   | 47.7          | 163.16         | 8.5          | 40.42         |
|                           | Other Trans.                     | 94   | 47.2          | 141.37         | 8.1          | 32.13         |
|                           | Posts & Tele-comms.              | 62   | 48.0          | 157.04         | 8.8          | 36.38         |
|                           | Fin. Services                    | 20   | 36.8          | 126.16         | 1.0          | 2.38          |
|                           | Public Admin.                    | 89   | 49.6          | 147.97         | 10.6         | 41.42         |
|                           | Education                        | 35   | 40.6          | 117.01         | 4.0          | 15.93         |
|                           | Health                           | 46   | 46.9          | 138.03         | 5.6          | 23.10         |
| Other Services            | 181                              | 44.1 | 126.70        | 2.5            | 9.86         |               |
| Occupation Group          | Prof, Tech & Rel                 | 130  | 45.4          | 163.71         | 6.7          | 33.58         |
|                           | Admin & Manag.                   | 82   | 43.7          | 164.06         | 4.8          | 22.81         |
|                           | Clerical & Rel                   | 368  | 42.8          | 126.83         | 3.7          | 14.04         |
|                           | Sales Workers                    | 202  | 40.5          | 106.43         | 1.7          | 4.43          |
|                           | Service Wkrs.                    | 476  | 45.8          | 118.11         | 5.7          | 19.53         |
|                           | Prod, Constr, etc. workers       | 4025 | 46.7          | 148.95         | 7.8          | 31.30         |

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

|                             |                                  | No.  | Av. wkly hrs. | Av. wkly engs. | Av. Ov. hrs. | Av. Ov. engs. |
|-----------------------------|----------------------------------|------|---------------|----------------|--------------|---------------|
| All full-time adult females |                                  | 1489 | 36.9          | 91.06          | 1.6          | 5.29          |
| Sector                      | Official                         | 618  | 36.4          | 92.91          | 2.5          | 8.57          |
|                             | Private                          | 871  | 37.1          | 89.75          | 1.0          | 2.90          |
| Nationality                 | Gibraltarian                     | 1108 | 35.9          | 89.40          | 1.5          | 5.22          |
|                             | U.K.                             | 203  | 38.4          | 99.92          | 1.2          | 3.76          |
|                             | Moroccan                         | 130  | 41.5          | 93.04          | 2.9          | 8.26          |
|                             | Spanish                          | 33   | 40.8          | 85.10          | 2.2          | 7.16          |
|                             | Other                            | 15   | 32.7          | 89.81          | 0.4          | 1.07          |
| Industry                    | Shipbuilding etc.                | 254  | 42.8          | 108.88         | 3.5          | 10.51         |
|                             | Other Manuf.                     | 31   | 39.6          | 100.96         | 2.0          | 6.44          |
|                             | Elec. Supply                     | -    | -             | -              | -            | -             |
|                             | Bldg & Constr.                   | 84   | 37.7          | 98.24          | 1.4          | 5.18          |
|                             | W/Sale Trade                     | 50   | 33.6          | 81.63          | 0.1          | 0.31          |
|                             | Retail Trade                     | 320  | 38.4          | 89.42          | 0.8          | 2.38          |
|                             | Hotels etc.                      | 263  | 39.2          | 88.22          | 1.3          | 3.59          |
|                             | Sea Transport & Related Services | 12   | 31.2          | 133.06         | 1.4          | 4.73          |
|                             | Other Trans.                     | 2    | 40.0          | 110.25         | -            | -             |
|                             | Posts & Telecomms.               | 5    | 27.8          | 44.29          | -            | -             |
|                             | Fin. Services                    | 88   | 29.9          | 84.23          | 0.6          | 2.15          |
|                             | Public Admin.                    | 69   | 31.5          | 78.75          | 3.2          | 11.48         |
|                             | Education                        | 140  | 22.8          | 58.66          | 0.5          | 1.49          |
|                             | Health                           | 66   | 42.7          | 117.11         | 4.4          | 19.33         |
| Other Services              | 105                              | 37.2 | 93.54         | 0.8            | 3.03         |               |
| Occupation Group            | Prof, Tech & Rel                 | 11   | 32.2          | 157.03         | 0.1          | 0.57          |
|                             | Admin & Manag.                   | 32   | 38.8          | 101.70         | 0.3          | 0.96          |
|                             | Clerical & Rel                   | 322  | 38.0          | 100.76         | 0.9          | 3.00          |
|                             | Sales Workers                    | 238  | 38.3          | 90.35          | 1.0          | 2.76          |
|                             | Service Wkrs.                    | 812  | 35.6          | 85.05          | 2.1          | 6.93          |
|                             | Prod, Constr, etc. workers       | 74   | 40.8          | 103.19         | 2.3          | 7.87          |

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

|                  |                              | ADULT MALES |          | ADULT FEMALES |          |
|------------------|------------------------------|-------------|----------|---------------|----------|
|                  |                              | No.         | Av. engs | No.           | Av. engs |
| Full-time adults |                              | 3018        | 870.67   | 1452          | 570.30   |
| Sec-tor          | Official                     | 1867        | 917.52   | 950           | 596.39   |
|                  | Private                      | 1151        | 800.45   | 502           | 522.51   |
| Natio-nality     | Gibraltarian                 | 2458        | 878.39   | 1146          | 584.18   |
|                  | U.K.                         | 425         | 939.72   | 285           | 508.74   |
|                  | Moroccan                     | 13          | 547.83   | 2             | 295.00   |
|                  | Spanish                      | 14          | 653.36   | -             | -        |
|                  | Other                        | 108         | 575.81   | 19            | 612.30   |
| Industry         | Shipbuilding etc.            | 547         | 908.07   | 127           | 605.78   |
|                  | Other Manuf.                 | 16          | 838.76   | 4             | 721.99   |
|                  | Electricity                  | 45          | 1096.86  | 6             | 451.12   |
|                  | Bldg & Constr.               | 294         | 901.42   | 49            | 558.88   |
|                  | W/Sale Trade                 | 137         | 870.65   | 33            | 483.27   |
|                  | Retail Trade                 | 193         | 560.05   | 45            | 435.91   |
|                  | Hotels etc.                  | 55          | 644.41   | 30            | 495.99   |
|                  | Sea Transport & Rel Services | 118         | 813.76   | 17            | 455.69   |
|                  | Other Transport              | 28          | 593.74   | 4             | 431.02   |
|                  | Posta & Telecomms.           | 124         | 1044.30  | 36            | 530.68   |
|                  | Fin. Services                | 256         | 819.59   | 247           | 550.11   |
|                  | Public Admin.                | 763         | 945.87   | 294           | 585.66   |
|                  | Education                    | 171         | 883.74   | 254           | 723.69   |
|                  | Health                       | 142         | 836.64   | 234           | 502.08   |
| Other            | 129                          | 799.21      | 72       | 462.16        |          |
| Occupation Group | Prof, Tech & Rel.            | 775         | 955.31   | 464           | 623.76   |
|                  | Admin & Manag.               | 341         | 1053.61  | 62            | 623.48   |
|                  | Clerical & Related           | 875         | 742.29   | 840           | 538.88   |
|                  | Sales Workers                | 124         | 600.32   | 22            | 377.33   |
|                  | Service Workers              | 594         | 903.53   | 51            | 586.06   |
|                  | Prod, Constr, etc. workers   | 309         | 875.94   | 13            | 784.42   |

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

|                      |                              | ADULT MALES |               |                | ADULT FEMALES |               |                |
|----------------------|------------------------------|-------------|---------------|----------------|---------------|---------------|----------------|
|                      |                              | No.         | Av. wkly hrs. | Av. wkly engs. | No.           | Av. wkly hrs. | Av. wkly engs. |
| All part-time adults |                              | 185         | 17.6          | 47.29          | 568           | 21.2          | 50.83          |
| Sector               | Official                     | 13          | 27.3          | 72.25          | 114           | 21.7          | 49.40          |
|                      | Private                      | 172         | 16.9          | 45.38          | 454           | 21.1          | 51.13          |
| Nationality          | Gibraltarian                 | 136         | 16.5          | 43.73          | 439           | 21.5          | 52.74          |
|                      | U.K.                         | 15          | 20.2          | 60.38          | 104           | 20.1          | 44.24          |
|                      | Moroccan                     | 30          | 18.9          | 51.96          | 17            | 20.3          | 42.90          |
|                      | Spanish                      | 3           | 36.3          | 85.93          | 6             | 16.3          | 29.90          |
|                      | Other                        | 1           | *             | *              | 2             | 25.3          | 54.78          |
| Industry             | Shipbuilding etc.            | 11          | 23.5          | 67.04          | 84            | 20.5          | 47.68          |
|                      | Other Manuf.                 | 3           | 13.8          | 49.83          | 14            | 23.3          | 52.79          |
|                      | Electricity                  | -           | -             | -              | -             | -             | -              |
|                      | Bldg & Constr.               | 7           | 29.6          | 81.56          | 10            | 18.9          | 43.19          |
|                      | W/Sale Trade                 | 29          | 18.9          | 48.95          | 24            | 16.2          | 46.00          |
|                      | Retail Trade                 | 48          | 16.5          | 38.91          | 227           | 21.3          | 46.62          |
|                      | Hotels etc.                  | 23          | 24.6          | 66.15          | 41            | 18.7          | 39.61          |
|                      | Sea Transport & rel Services | -           | -             | -              | 4             | 18.8          | 53.96          |
|                      | Other Transport              | 15          | 12.2          | 37.85          | 2             | 2.0           | 6.00           |
|                      | Posts & Telecomms.           | -           | -             | -              | 4             | 26.0          | 66.38          |
|                      | Fin: Services                | 5           | 19.6          | 63.91          | 22            | 12.6          | 38.91          |
|                      | Public Admin.                | -           | -             | -              | 3             | 30.7          | 67.24          |
|                      | Education                    | 1           | *             | *              | 2             | 20.3          | 48.21          |
|                      | Health                       | 3           | 4.0           | 25.00          | 24            | 21.2          | 74.44          |
| Other Services       | 40                           | 13.4        | 37.66         | 107            | 25.3          | 64.36         |                |
| Occupation Group     | Prof, Tech & Rel             | 9           | 11.2          | 54.59          | 15            | 23.8          | 69.96          |
|                      | Admin & Manag.               | 3           | 35.0          | 101.65         | 5             | 19.6          | 101.36         |
|                      | Clerical & Rel.              | 31          | 14.8          | 47.99          | 123           | 20.0          | 52.22          |
|                      | Sales Wkrs.                  | 26          | 19.7          | 43.48          | 147           | 21.3          | 46.15          |
|                      | Service Wkrs.                | 54          | 20.5          | 50.58          | 262           | 21.5          | 50.81          |
|                      | Prod, Contr, wkrs.           | 62          | 15.6          | 41.91          | 16            | 22.5          | 49.69          |

\* Publication not allowed under Statistics Ordinance

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

| ALL SECTORS                  | ALL            |      | GIBRALTARIAN |      | UK   |     | MOROCCAN |      | SPANISH |     | OTHER |     |
|------------------------------|----------------|------|--------------|------|------|-----|----------|------|---------|-----|-------|-----|
|                              | M              | F    | M            | F    | M    | F   | M        | F    | M       | F   | M     | F   |
|                              | All Industries | 8735 | 3772         | 5516 | 2917 | 873 | 625      | 1717 | 151     | 426 | 40    | 203 |
| Shipbuilding etc.            | 2060           | 472  | 1341         | 382  | 290  | 70  | 307      | 18   | 104     | 2   | 18    | -   |
| Other Manuf.                 | 152            | 54   | 56           | 47   | 9    | 6   | 82       | -    | 4       | 1   | 1     | -   |
| Electricity Supply           | 207            | 7    | 178          | 7    | -    | -   | 29       | -    | -       | -   | -     | -   |
| Bldg & Constr.               | 2410           | 146  | 1151         | 121  | 251  | 21  | 789      | 2    | 171     | -   | 48    | 2   |
| Wholesale Trade              | 502            | 121  | 320          | 116  | 31   | 4   | 111      | -    | 31      | 1   | 9     | -   |
| Retail Trade                 | 559            | 640  | 312          | 518  | 51   | 97  | 88       | 13   | 25      | 5   | 83    | 7   |
| Hotels etc.                  | 382            | 340  | 97           | 99   | 45   | 118 | 177      | 95   | 48      | 21  | 15    | 7   |
| Sea Transport & rel services | 184            | 34   | 160          | 31   | 6    | 2   | 15       | 1    | 1       | -   | 2     | -   |
| Other Transport              | 137            | 10   | 92           | 7    | 11   | 2   | 23       | -    | 10      | 1   | 1     | -   |
| Posts & Telecomms.           | 192            | 46   | 181          | 44   | 2    | 1   | 9        | 1    | -       | -   | -     | -   |
| Fin: Services                | 304            | 397  | 278          | 314  | 21   | 78  | -        | 1    | -       | 1   | 5     | 3   |
| Public Admin.                | 857            | 377  | 744          | 353  | 87   | 11  | 22       | 3    | -       | -   | 4     | 10  |
| Education Services           | 216            | 436  | 200          | 376  | 14   | 59  | 1        | -    | -       | -   | 1     | 1   |
| Health                       | 193            | 382  | 173          | 261  | 15   | 115 | 5        | 5    | -       | -   | -     | 1   |
| Other Services               | 380            | 310  | 233          | 241  | 40   | 41  | 59       | 12   | 32      | 8   | 16    | 8   |

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

October 1986

| OFFICIAL SECTOR              | ALL            |      | GIBRALTARIAN |      | UK   |     | MOROCCAN |     | SPANISH |    | OTHER |    |
|------------------------------|----------------|------|--------------|------|------|-----|----------|-----|---------|----|-------|----|
|                              | M              | F    | M            | F    | M    | F   | M        | F   | M       | F  | M     | F  |
|                              | All Industries | 4486 | 1776         | 3390 | 1483 | 336 | 254      | 720 | 24      | 17 | 2     | 23 |
| Shipbuilding etc.            | 1201           | 414  | 878          | 339  | 122  | 56  | 187      | 17  | 12      | 2  | 2     | -  |
| Electricity Supply           | 207            | 7    | 178          | 7    | -    | -   | 29       | -   | -       | -  | -     | -  |
| Bldg & Constr.               | 1591           | 110  | 1023         | 102  | 91   | 7   | 465      | -   | 5       | -  | 7     | 1  |
| Retail Trade                 | 29             | 66   | 10           | 45   | 8    | 19  | 2        | 1   | -       | -  | 9     | 1  |
| Sea Transport & rel Services | 64             | 6    | 63           | 6    | 1    | -   | -        | -   | -       | -  | -     | -  |
| Posts & Telecomms.           | 141            | 38   | 131          | 38   | 1    | -   | 9        | -   | -       | -  | -     | -  |
| Public Admin.                | 857            | 377  | 744          | 353  | 87   | 11  | 22       | 3   | -       | -  | 4     | 10 |
| Education                    | 208            | 401  | 193          | 349  | 13   | 51  | 1        | -   | -       | -  | 1     | 1  |
| Health                       | 185            | 351  | 167          | 238  | 13   | 110 | 5        | 3   | -       | -  | -     | -  |
| Other Services               | 3              | 6    | 3            | 6    | -    | -   | -        | -   | -       | -  | -     | -  |



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

October 1986

| PRIVATE SECTOR               | ALL  |      | GIBRALTARIAN |      | UK  |     | MOROCCAN |     | SPANISH |    | OTHER |    |
|------------------------------|------|------|--------------|------|-----|-----|----------|-----|---------|----|-------|----|
|                              | M    | F    | M            | F    | M   | F   | M        | F   | M       | F  | M     | F  |
|                              | 4249 | 1996 | 2126         | 1434 | 537 | 371 | 997      | 127 | 409     | 38 | 180   | 26 |
| All Industries               | 859  | 58   | 463          | 43   | 168 | 14  | 120      | 1   | 92      | -  | 16    | -  |
| Shipbuilding etc.            | 152  | 54   | 56           | 47   | 9   | 6   | 82       | -   | 4       | 1  | 1     | -  |
| Other Manuf.                 | 819  | 36   | 128          | 19   | 160 | 14  | 324      | 2   | 166     | -  | 41    | 1  |
| Bldg & Constr.               | 502  | 121  | 320          | 116  | 31  | 4   | 111      | -   | 31      | 1  | 9     | -  |
| Wholesale Trade              | 530  | 574  | 302          | 473  | 43  | 78  | 86       | 12  | 25      | 5  | 74    | 6  |
| Retail Trade                 | 382  | 340  | 97           | 99   | 45  | 118 | 177      | 95  | 48      | 21 | 15    | 7  |
| Hotels etc.                  | 120  | 28   | 97           | 25   | 5   | 2   | 15       | 1   | 1       | -  | 2     | -  |
| Sea Transport & rel services | 137  | 10   | 92           | 7    | 11  | 2   | 23       | -   | 10      | 1  | 1     | -  |
| Other Transport              | 51   | 8    | 50           | 6    | 1   | 1   | -        | 1   | -       | -  | -     | -  |
| Posts & Telecomms.           | 304  | 397  | 278          | 314  | 21  | 78  | -        | 1   | -       | 1  | 5     | 3  |
| Fin: Services                | 8    | 35   | 7            | 27   | 1   | 8   | -        | -   | -       | -  | -     | -  |
| Education                    | 8    | 31   | 6            | 23   | 2   | 5   | -        | -   | -       | -  | -     | 1  |
| Health Services              | 377  | 304  | 230          | 235  | 40  | 41  | 59       | 12  | 32      | 8  | 16    | 8  |
| Other Services               |      |      |              |      |     |     |          |     |         |    |       |    |

Table 13: Movements in Nos. Employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - October 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        |
| October 1986                    | 5283 | 46.0          | £143.49        | 7.0          | £27.87        |

| 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         | -            | -             |
| October 1986                    | 185 | 17.6          | £47.29         | -            | -             |

| 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         |
| October 1986                    | 1489 | 36.9          | £91.06         | 1.6         | £5.29         |

| 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         | -            | -             |
| October 1986                    | 568 | 21.2          | £50.83         | -            | -             |

| 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         |
| October 1986                    | 159 | 39.9          | £76.60         | 1.4          | £4.77         |

| 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         |
| October 1986                     | 52  | 37.3          | £60.04         | 0.6          | £0.98         |

- 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 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                | 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       |
| April 1986   | 805.2                | 900.1      | 469.3       |
| October 1986 | 852.5                | 974.3      | 476.7       |



Table 15: Movements in nos. employed and average earnings of all monthly-paid employees October 1971 - October 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      |
| October 1986                     | 3018 | £870.67      |

| 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      |
| October 1986                       | 67  | £252.81      |

| 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      |
| October 1986                     | 1452 | £570.30      |

| 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      |
| October 1986                     | 173 | £331.39      |

| 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      |
| October 1986                     | 21  | £312.75      |

| 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      |
| October 1986                     | 31  | £297.21      |

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

| MONTH        | Av. Hrly Engs. <sup>1</sup><br>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       |
| October 1986 | 839.8                                | 881.8      | 476.7       |

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 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 | £102.30        |    | £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           | (£120.02) | 577.1 (587.8) | 432.3  |

- 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.

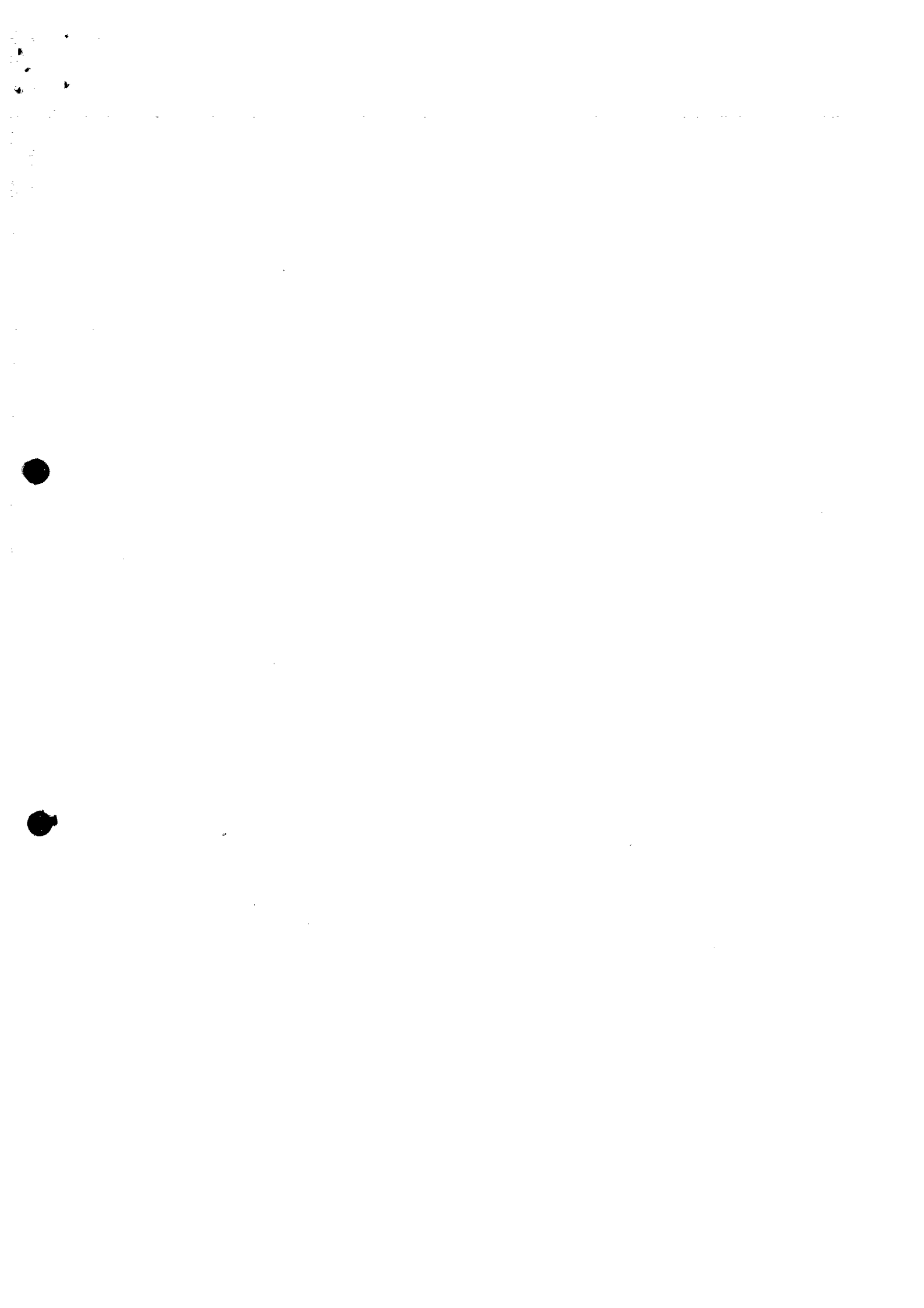


Table 18: Distribution of average annual earnings of all employees, October 1986

| £ 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    | 405    | 294    | 111       | 303    | 256    | 47          | 102    | 38     |
| £ 1000 - £ 1500    | 129           | 25     | 104    | 42        | 9      | 33     | 87          | 16     | 71     |
| £ 1500 - £ 2000    | 196           | 63     | 133    | 55        | 18     | 37     | 141         | 45     | 96     |
| £ 2000 - £ 2500    | 263           | 97     | 166    | 75        | 33     | 42     | 188         | 64     | 124    |
| £ 2500 - £ 3000    | 467           | 314    | 153    | 103       | 77     | 26     | 364         | 237    | 127    |
| £ 3000 - £ 4000    | 830           | 681    | 149    | 371       | 340    | 31     | 459         | 341    | 118    |
| £ 4000 - £ 5000    | 1313          | 1224   | 89     | 631       | 615    | 16     | 682         | 609    | 73     |
| £ 5000 - £ 6000    | 2059          | 2014   | 45     | 1345      | 1339   | 6      | 714         | 675    | 39     |
| £ 6000 - £ 7000    | 1697          | 1656   | 41     | 1295      | 1284   | 11     | 402         | 372    | 30     |
| £ 7000 - £ 8000    | 1031          | 1030   | 1      | 839       | 839    | -      | 192         | 191    | 1      |
| £ 8000 - £ 9000    | 834           | 834    | -      | 687       | 687    | -      | 147         | 147    | -      |
| £ 9000 - £ 10000   | 709           | 707    | 2      | 593       | 592    | 1      | 116         | 115    | 1      |
| £ 10000 - £ 11000  | 686           | 684    | 2      | 631       | 630    | 1      | 55          | 54     | 1      |
| £ 11000 - £ 12000  | 530           | 528    | 2      | 489       | 489    | -      | 41          | 39     | 2      |
| £ 12000 - £ 13000  | 367           | 367    | -      | 341       | 341    | -      | 26          | 26     | -      |
| £ 13000 - £ 14000  | 299           | 299    | -      | 278       | 278    | -      | 21          | 21     | -      |
| £ 14000 - £ 15000  | 197           | 196    | 1      | 190       | 189    | 1      | 7           | 7      | -      |
| £ 15000 - £ 20000  | 407           | 404    | 3      | 383       | 381    | 2      | 24          | 23     | 1      |
| £ 20000 - and over | 88            | 88     | -      | 84        | 84     | -      | 4           | 4      | -      |
| TOTAL              | 12507         | 11505  | 1002   | 8735      | 8481   | 254    | 3772        | 3024   | 748    |

## 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.



1

2

3