



GOVERNMENT OF GIBRALTAR

Employment Survey
Report
April 1987

PREFACE

This is the thirty-fifth Employment Survey conducted in Gibraltar and the twenty-eighth 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 1987

ECONOMIC PLANNING
& STATISTICS OFFICE

GOVERNMENT STATISTICIAN

1. COVERAGE

1.1 In April 1987 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 August 1987 and tabulation completed during September 1987. 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 1987 Survey shows an increase in the overall level of employment mainly in the Building and Construction Industry, Wholesale/Retail Trade and in the Financial Services. The Survey recorded a total of 12819 persons in employment. This represents an increase of 312 over the level recorded in October 1986.

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

- (a) Employment in the financial sector continued to increase from 701 in October 1986 to 839 in April 1987;
- (b) Employment in the Building and Construction industry increased by 129 between October 1986 and April 1987, rising to a total of 2685 by April 1987;
- (c) The Wholesale/Retail trades recorded a total employment level of 1932 in April 1987 compared to 1822 in October 1986 i.e. a rise of 110 over the period;
- (d) A number of industries showed a decrease in employment levels the most significant being Shipbuilding (-63), Hotels and Restaurants (-40) and transport services (-35);
- (e) The number of Spanish employees rose by 185

compared to October 1986, to a total of 651;

- (f) Employment in the private sector as a whole, rose by 336 employees since October 1986 to a total of 6581 surpassing for the first time the employment level in the Official Sector;
- (g) The Building and Construction industry continued as the leading industry in terms of employment;
- (h) A total of 753 employees were classified as "frontier workers" compared to 564 in October 1986. This includes 495 Spaniards, 134 U.K. nationals and 65 Gibraltarians. The majority (740) were employed in the private sector, mainly in the construction industry.

2.3 Average weekly earnings for full-time adult men increased from £143.49 in October 1986 to £147.99 in April 1987. Earnings in the Private Sector rose by 7.7% reflecting increased overtime earnings of some 24% with average weekly earnings in the Official Sector decreasing by around 1.5% as a result of a slight drop in the level of overtime. Average earnings for full-time monthly-paid employees in April 1987 were £943.54 for adult males and £638.58 for adult females.

3.4 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 7% between April 1986 and April 1987.

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Table 1: Analysis of the number of employees, April 1987

	Analysis of Employees	Total	F-Time	P-Time
	All Employees	12819	11767	1052
Sex	Male	8851	8585	266
	Female	3968	3182	786
Sector	Official	6238	6057	181
	Private	6581	5710	871
Nationality	Gibraltarian	8686	7847	839
	U.K.	1399	1275	124
	Moroccan	1856	1813	43
	Spanish	651	617	34
	Other	227	215	12
Industry	Shipbuilding etc.	2469	2390	79
	Other Manuf.	206	183	23
	Electricity Supply	206	205	1
	Building and Constr.	2685	2632	53
	Wholesale Trade	595	491	104
	Retail Trade	1337	974	363
	Hotels Restaurants etc.	682	623	59
	Sea Transport & rel services	221	214	7
	Other transport	109	92	17
	Posts & Telecomms.	256	253	3
	Fin. Services	839	783	56
	Public Administration	1243	1232	11
	Education Services	665	641	24
	Health Services	585	512	73
	Other Services	721	542	179
Occupation Group	Prof, Tech & Rel	1586	1475	111
	Admin & Managerial	610	579	31
	Clerical and Related	2886	2644	242
	Sales Workers	960	685	275
	Service Workers	2203	1913	290
	Prod, Constr, etc. workers	4574	4471	103

Table 2: Nos. employed by sex, sector and nationality, all employees, April 1987

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	8686	5493	3193	4958	3349	1609	3728	2144	1584
<u>NATIONALITY</u>									
Gibraltarian	1399	859	540	527	354	173	872	505	367
U.K.	1856	1715	141	713	690	23	1143	1025	118
Moroccan	651	597	54	29	25	4	622	572	50
Spanish	227	187	40	11	8	3	216	179	37
Other									
T O T A L	12819	8851	3968	6238	4426	1812	6581	4425	2156

Table 3: Nos. employed full-time weekly, by sex, sector and nationality, April 1987

FULL-TIME WEEKLY EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	3889	2747	1142	2264	1725	539	1625	1022	603
<u>NATIONALITY</u>									
Gibraltarian	609	409	200	129	90	39	480	319	161
U.K.	1794	1679	115	710	687	23	1084	992	92
Moroccan	587	549	38	27	25	2	560	524	36
Spanish	81	64	18	5	5	1	76	59	17
Other									
T O T A L	6961	5448	1513	3136	2532	604	3825	2916	909

Table 4: Ncs. employed full-time monthly by sex, sector and nationality, April 1987

FULL-TIME MONTHLY EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	NATIONALITY								
Gibraltarian	3958	2549	1409	2546	1615	931	1412	934	478
U.K.	666	425	241	368	261	107	298	164	134
Moroccan	19	18	1	1	1	-	18	17	1
Spanish	30	27	3	1	-	1	29	27	2
Other	133	118	15	5	3	2	128	115	13
T O T A L	4806	3137	1669	2921	1880	1041	1885	1257	628

Table 5: No. of "Frontier workers" by sex, sector and nationality, April 1987

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
<u>NATIONALITY</u>										
Gibraltarian	65	32	33	9	6	3	56	26	30	
U.K.	134	61	73	3	1	2	131	60	71	
Moroccan	4	2	2	-	-	-	4	2	2	
Spanish	495	457	38	1	1	-	494	456	38	
Other	55	50	5	-	-	-	55	50	5	
T O T A L	753	602	151	13	8	5	740	594	146	

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 1987

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult males		5373	46.2	147.99	7.2	30.77
Sector	Official	2515	46.2	146.64	7.3	30.43
	Private	2858	46.2	149.17	7.2	31.07
Nationality	Gibraltarian	2682	46.4	154.15	7.5	32.96
	U.K.	399	46.7	152.18	7.2	31.96
	Moroccan	1679	46.3	135.68	7.3	28.28
	Spanish	549	44.1	148.31	5.2	22.90
	Other	64	51.4	170.98	11.9	53.95
Industry	Shipbuilding etc.	1439	49.2	167.56	10.5	47.38
	Other Manuf.	126	49.9	146.06	11.1	36.68
	Elec. Supply	156	50.5	189.63	11.2	48.04
	Bldg & Constr.	2147	45.2	144.40	6.1	24.62
	W/Sale Trade	281	44.0	137.36	5.7	24.93
	Retail Trade	365	41.2	112.70	1.8	6.75
	Hotels etc.	289	43.9	109.74	4.8	16.65
	Sea Transport & Related Services	60	50.7	190.24	10.9	59.65
	Other Trans.	71	59.0	212.01	21.1	92.17
	Posts & Telecomms.	66	45.7	146.71	7.5	34.76
	Fin. Services	16	38.2	141.12	0.8	2.42
	Public Admin.	90	46.8	136.75	7.3	31.41
	Education	30	39.6	118.64	2.9	13.86
Health	45	44.3	126.50	4.1	15.57	
Other Services	192	43.1	129.09	2.2	8.74	
Occupation Group	Prof, Tech & Rel	165	49.2	179.28	8.0	41.07
	Admin & Manag.	97	39.2	149.80	1.0	4.55
	Clerical & Rel	388	43.5	139.08	5.0	21.09
	Sales Workers	233	41.9	116.63	3.0	12.67
	Service Wkrs.	484	44.7	119.35	5.5	20.33
	Prod, Constr, etc. workers	4006	47.0	152.85	8.1	34.25

Table 7 : Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, April 1987

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult females		1453	36.5	90.68	1.5	5.23
Sector	Official	604	34.8	92.08	2.3	8.69
	Private	849	37.8	89.69	1.0	2.77
Nationality	Gibraltarian	1086	35.8	90.85	1.4	5.29
	U.K.	197	36.6	89.69	1.2	2.90
	Moroccan	115	42.2	92.64	3.4	10.46
	Spanish	37	38.2	83.01	0.5	1.52
	Other	18	37.6	95.41	0.2	1.03
Industry	Shipbuilding etc.	222	42.2	112.92	3.3	10.66
	Other Manuf.	36	39.5	102.79	2.4	6.62
	Elec. Supply	-	-	-	-	-
	Bldg & Constr.	68	38.2	102.78	1.0	3.61
	W/Sale Trade	39	35.6	94.27	0.1	0.40
	Retail Trade	318	38.9	88.85	0.6	1.86
	Hotels etc.	259	39.0	83.26	1.3	3.82
	Sea Transport & Related Services	17	33.6	84.25	3.0	11.46
	Other Trans.	3	40.0	110.33	-	-
	Posts & Tele-comms.	9	20.1	61.06	-	-
	Fin. Services	85	30.8	97.21	0.1	0.33
	Public Admin.	55	28.0	79.64	2.2	8.92
	Education	167	23.2	61.62	0.5	1.98
Health	75	43.0	119.21	5.7	25.10	
Other Services	100	37.0	83.62	0.8	2.22	
Occupation Group	Prof, Tech & Rel	20	13.9	46.03	0.1	0.34
	Admin & Manag.	33	37.4	116.55	0.1	0.10
	Clerical & Rel	287	36.9	101.53	0.5	1.76
	Sales Workers	245	39.1	85.39	0.8	2.35
	Service Wkrs.	784	35.6	86.22	2.1	7.28
	Prod, Constr, etc. workers	84	41.6	111.42	2.7	9.45

Table 8: Analysis of average earnings of monthly-paid full-time adults, April 1987

		ADULT MALES		ADULT FEMALES	
		No.	Av. engs	No.	Av. engs
Full-time adults		3116	943.54	1642	638.58
Sector	Official	1877	976.49	1037	680.46
	Private	1239	897.46	605	568.97
Nationality	Gibraltarian	2530	955.05	1383	644.77
	U.K.	423	1001.10	241	615.22
	Moroccan	18	559.37	-	-
	Spanish	27	705.69	3	259.59
	Other	118	839.35	15	478.15
Industry	Shipbuilding etc.	551	1031.54	139	602.84
	Other Manuf.	10	1222.51	4	733.15
	Electricity	43	1207.27	6	496.20
	Bldg & Constr.	327	899.39	75	612.97
	W/Sale Trade	128	1053.30	29	513.84
	Retail Trade	197	598.63	52	526.37
	Hotels etc.	47	684.67	27	482.57
	Sea Transport & Rel Services	117	820.31	19	490.08
	Other Transport	15	635.38	2	464.66
	Posts & Telecomms.	144	1048.83	30	543.25
	Fin. Services	295	963.69	345	584.89
	Public Admin.	774	960.10	308	613.31
	Education	181	944.11	263	704.72
	Health	132	1161.56	260	803.38
Other	155	781.90	83	570.86	
Occupation Group	Prof, Tech & Rel.	782	1065.55	507	780.89
	Admin & Manag.	371	1117.27	78	669.81
	Clerical & Related	919	823.12	973	573.95
	Sales Workers	135	659.98	26	461.49
	Service Workers	589	905.07	48	515.89
	Prod, Constr, etc. workers	320	1005.08	10	825.33

Table 9: Analysis of average earnings and hours worked of weekly-paid part-time adults, April 1987

		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly engs.	No.	Av. wkly hrs.	Av. wkly engs.
All part-time adults		190	16.9	45.51	590	20.6	49.47
Sector	Official	9	29.6	75.45	93	20.0	48.76
	Private	181	16.3	44.01	497	20.7	49.60
Nationality	Gibraltarian	138	16.0	43.84	470	21.2	51.27
	U.K.	16	19.2	42.90	81	19.1	45.54
	Moroccan	16	18.3	42.95	23	18.8	38.51
	Spanish	19	21.3	64.02	13	15.3	32.94
	Other	1	*	*	3	14.7	29.00
Industry Group	Shipbuilding etc.	7	26.3	70.06	66	19.5	50.00
	Other Manuf.	4	20.9	61.52	16	20.9	47.68
	Electricity	-	-	-	-	-	-
	Bldg & Constr.	30	21.1	60.82	11	18.9	47.06
	W/Sale Trade	29	19.9	54.75	32	17.7	45.55
	Retail Trade	46	15.1	37.35	277	20.1	44.71
	Hotels etc.	19	21.1	47.03	32	17.7	34.85
	Sea Transport & rel Services	-	-	-	2	20.8	71.19
	Other Transport	16	9.4	27.87	1	*	*
	Posts & Tele-comms.	-	-	-	-	-	-
	Fin: Services	2	21.0	105.56	28	12.9	38.14
	Public Admin.	1	*	*	7	17.6	43.68
	Education	1	*	*	4	13.8	36.14
	Health	3	4.0	25.00	12	21.0	52.76
	Other Services	32	12.6	32.77	102	27.2	71.52
Occupation Group	Prof, Tech & Rel	12	17.9	54.39	13	25.5	76.15
	Admin & Manag.	7	22.1	80.95	4	21.1	57.84
	Clerical & Rel.	30	16.7	47.73	110	20.2	51.46
	Sales Wkrs.	31	18.6	46.26	210	20.1	43.96
	Service Wkrs.	37	17.1	42.37	235	20.5	50.90
	Prod, Contr, wkrs.	73	15.5	41.04	18	26.8	61.76

* Publication not allowed under Statistics Ordinance

Table 10: Industry by sex and nationality - all employees, April 1987

ALL SECTORS	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	8851	3968	5493	3193	859	540	1715	141	597	54	187
Shipbuilding etc.	2034	435	1276	357	299	59	305	15	105	3	49	1
Other Manuf.	142	64	51	53	5	8	78	1	7	2	1	-
Electricity Supply	199	7	172	7	1	-	19	-	7	-	-	-
Bldg & Constr.	2522	163	1154	149	220	11	816	1	320	-	12	2
Wholesale Trade	465	130	313	125	14	4	106	-	26	1	6	-
Retail Trade	629	708	336	585	73	97	109	11	33	8	78	7
Hotels etc.	358	324	83	81	46	113	163	87	49	28	17	15
Sea Transport & rel services	182	39	162	38	3	1	15	-	1	-	1	-
Other Transport	102	7	73	4	2	3	19	-	8	-	-	-
Posts & Telecomms.	213	43	202	41	1	1	8	1	2	-	-	-
Fin: Services	338	501	288	391	42	99	-	3	1	2	7	6
Public Admin.	867	376	777	365	77	8	13	3	-	-	-	-
Education Services	213	452	186	388	24	63	1	-	1	1	1	-
Health	181	404	160	350	16	45	4	8	-	-	1	1
Other Services	406	315	260	259	36	28	59	11	37	9	14	8

Table 11: Industry by sex, sector and nationality, all employees OFFICIAL SECTOR
April 1987

OFFICIAL SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	4426	1812	3349	1609	354	173	690	23	25	4	8
Shipbuilding etc.	1156	374	819	312	136	45	193	14	7	3	1	-
Electricity Supply	199	7	172	7	1	-	19	-	7	-	-	-
Bldg & Constr.	1571	123	1023	120	89	1	450	-	9	-	-	2
Retail Trade	28	62	11	44	11	17	1	-	-	-	5	1
Sea Transport & rel Services	65	10	64	10	-	-	1	-	-	-	-	-
Posts & Telecomms.	142	34	132	34	-	-	8	-	2	-	-	-
Public Admin.	867	376	777	365	77	8	13	3	-	-	-	-
Education	211	436	185	372	24	63	1	-	-	1	1	-
Health	176	372	156	327	15	39	4	6	-	-	1	-
Other Services	11	18	10	18	1	-	-	-	-	-	-	-

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

April 1987

PRIVATE SECTOR	ALL		GIBRALTARIAN		UK		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	4425	2156	2144	1584	505	367	1025	118	572	50	179	37
878	61	457	45	163	14	112	1	98	-	48	1	
142	64	51	53	5	8	78	1	7	2	1	-	
951	40	131	29	131	10	366	1	311	-	12	-	
465	130	313	125	14	4	106	-	26	1	6	-	
601	646	325	541	62	80	108	11	33	8	73	6	
358	324	83	81	46	113	163	87	49	28	17	15	
117	29	98	28	3	1	14	-	1	-	1	-	
102	7	73	4	2	3	19	-	8	-	-	-	
71	9	70	7	1	1	-	1	-	-	-	-	
338	501	288	391	42	99	-	3	1	2	7	6	
2	16	1	16	-	-	-	-	1	-	-	-	
5	32	4	23	1	6	-	2	-	-	-	1	
395	297	250	241	35	28	59	11	37	9	14	8	

Table 13: Movements in Nos. Employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - April 1987

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
April 1987	5373	46.2	£147.99	7.3	£30.77

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	-	-
April 1987	190	16.9	£45.51	-	-

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
April 1987	1453	36.5	£90.68	1.5	£5.23

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	-	-
April 1987	590	20.6	£49.47	-	-

Analysis of wkly paid employees	No.	Av. wkly hrs.	Av. wkly engs.	Av. ov. hrs.	Av. ov. engs.
<u>Full-time Juv.</u>					
<u>HALES</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
April 1987	75	40.1	£75.07	1.7	£4.64

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
April 1987	60	39.9	£60.15	0.3	£0.57

- 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: Manufacturing hourly earnings indices, full-time weekly-
paid employees from October 1971 - April 1987 (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
April 1987	875.4	980.8	491.7

Table 15: Movements in nos. employed and average earnings of all monthly-paid employees October 1971 - April 1987

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
April 1987	3116	£943.54

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
April 1987	73	£217.46

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
April 1987	1642	£638.58

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
April 1987	167	£337.40

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
April 1987	21	£366.09

Analysis of mthly-paid employees	No.	Av. Earnings
<u>Full-time</u>		
<u>Juvenile Female</u>		
October 1971	121	£ 34.69
April 1972	112	£ 43.90
October 1972	91	£ 43.83
October 1973	113	£ 54.70
April 1974	63	£ 63.65
April 1975	108	£ 90.12
October 1975	141	£ 87.35
April 1976	48	£ 85.72
October 1977	48	£102.21
April 1978	33	£ 95.39
October 1978	32	£174.21
April 1979	24	£186.58
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
April 1987	27	£308.54

Table 16: Average Hourly Earnings - Indices, full-time monthly-paid men and women October 1971 - April 1987 (October 1971 = 100.00)

MONTH	Av. Hrly Engs. ¹ Index		I.R.P.
	A. MALES	A. FEMALES	(ALL ITEMS)
October 1971	100.0	100.0	100.0
April 1972	106.4	100.6	105.8
October 1972	120.5	116.4	110.3
October 1973	135.0	142.8	125.7
April 1974	141.1	145.9	138.0
April 1975	169.9	191.3	167.5
October 1975	180.7	191.4	175.9
April 1976	217.6	205.3	186.2
October 1977	247.0	270.4	231.1
April 1978	269.8	265.6	240.7
October 1978	391.9	412.7	262.3
April 1979	413.5	423.6	280.2
October 1979	441.0	477.6	305.2
April 1980	466.0	510.7	318.5
October 1980	529.2	597.7	332.8
April 1981	546.7	616.4	343.6
October 1981	591.2	646.1	363.6
April 1982	615.2	759.1	377.3
October 1982	650.3	695.9	391.3
April 1983	677.1	744.7	397.6
October 1983	699.6*	775.4*	411.7
April 1984	717.2	765.0	421.4
October 1984	758.5	775.5	441.8
April 1985	768.1	809.5	453.6
October 1985	797.0	829.6	459.6
April 1986	819.6	873.7	469.3
October 1986	839.8	881.8	476.7
April 1987	910.0	987.4	491.7

Table 17: "Take-home pay" October 1972 - April 1987

Month	Av. wkly engs. 1.	Net take-home pay 2.	Index	I.R.P.
October 1972	£ 20.32	£ 19.93 (£ 20.42)	100.0 (100.0)	100.0
October 1973	£ 24.58	£ 23.97 (£ 24.39)	120.3 (119.4)	113.9
April 1974	£ 26.58	£ 25.60 (£ 26.28)	128.4 (128.7)	125.1
October 1975	£ 33.38	£ 32.06 (£ 32.86)	161.9 (160.9)	159.5
April 1976	£ 34.32	£ 32.68 (£ 33.58)	164.0 (164.4)	168.8
October 1977	£ 43.21	£ 39.32 (£ 40.72)	197.3 (199.4)	209.5
April 1978	£ 43.64	£ 39.19 (£ 40.12)	196.6 (196.5)	218.2
October 1978	£ 68.07	£ 56.28 (£ 57.10)	282.4 (279.6)	237.8
April 1979	£ 69.44	£ 56.19 (£ 57.01)	281.9 (279.2)	254.1
October 1979	£ 74.11	£ 59.50 (£ 63.50)	298.5 (311.0)	276.7
April 1980	£ 85.16	£ 66.41 (£ 71.41)	333.2 (349.7)	288.8
October 1980	£102.20	£ 79.17 (£ 84.17)	397.2 (412.2)	301.8
April 1981	£102.67	£ 78.91 (£ 83.91)	395.9 (410.9)	311.6
October 1981	£113.59	£ 89.23 (£ 94.23)	447.7 (461.5)	329.4
April 1982	£120.24	£ 92.95 (£ 97.95)	466.4 (479.7)	342.1
October 1982	£120.42	£ 93.07 (£ 98.07)	467.0 (480.3)	354.8
April 1983	£122.45	£ 93.33 (£ 98.33)	468.3 (481.5)	360.5
October 1983	£125.15	£ 95.08 (£100.08)	477.1 (490.1)	373.3
April 1984	£127.13	£ 95.37 (£100.37)	478.5 (491.5)	382.1
October 1984	£128.05	£ 95.97 (£100.97)	481.5 (494.5)	400.6
April 1985	£128.24	£ 95.17 (£100.17)	477.5 (490.5)	411.3
October 1985	£142.33	£104.33 (£109.33)	523.5 (535.4)	416.7
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
April 1987	£154.15	£116.88 (£121.88)	586.5 (596.9)	445.9

- Notes:
1. Assumption - adult males, full-time weekly-paid Gibraltarians, married with 2 children, wife not working.
 2. After deduction of income tax and social insurance. Figures in brackets adjusted for family allowances.

Table 18: Distribution of average annual earnings of all employees, April 1987

£ 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	313	223	90	232	179	53	81	44
£ 1000 - £ 1500	143	45	98	46	11	35	97	34	63
£ 1500 - £ 2000	233	53	180	45	14	31	188	39	149
£ 2000 - £ 2500	253	78	175	79	30	49	174	48	126
£ 2500 - £ 3000	407	259	148	74	54	20	333	205	128
£ 3000 - £ 4000	719	547	172	286	244	42	433	303	130
£ 4000 - £ 5000	1111	1029	82	503	489	14	608	540	68
£ 5000 - £ 6000	1850	1814	36	1238	1230	8	612	584	28
£ 6000 - £ 7000	1844	1825	19	1427	1421	6	417	404	13
£ 7000 - £ 8000	1238	1193	45	878	875	3	360	318	42
£ 8000 - £ 9000	816	813	3	638	635	3	178	178	-
£ 9000 - £10000	686	685	1	575	574	1	111	111	-
£10000 - £11000	982	982	1	771	771	-	211	211	-
£11000 - £12000	546	545	1	488	487	1	58	58	1
£12000 - £13000	408	407	1	380	380	-	28	27	-
£13000 - £14000	364	364	-	333	333	-	31	31	-
£14000 - £15000	236	236	-	223	223	-	13	13	-
£15000 - £20000	538	537	1	509	509	-	29	28	1
£20000 - and over	132	132	-	126	126	-	6	6	-
T O T A L	12819	11767	1052	8851	8585	266	3968	3182	786

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.