



GOVERNMENT OF GIBRALTAR

**Employment Survey**  
**Report**  
**October 1987**

PREFACE

This is the thirty-sixth Employment Survey conducted in Gibraltar and the twenty-ninth 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.

JUNE 1988

ECONOMIC PLANNING  
& STATISTICS OFFICE

GOVERNMENT STATISTICIAN

## 1. COVERAGE

1.1 In October 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 February 1987 and tabulation completed during March 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 October 1987 Survey shows an increase in the overall level of employment mainly in the Financial Services, Hotels, Restaurants etc. Industry and Other Services. The Survey recorded a total of 13078 persons in employment. This represents an increase of 259 over the level recorded in April 1987.

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 839 in April 1987 to 940 in October 1987;
- (b) Employment in Hotels, Restaurants etc. increased by 96 between April 1987 and October 1987, rising to a total of 778 by October 1987;
- (c) Other Services recorded a total employment level of 777 in October 1987 compared to 721 in April 1987 i.e. a rise of 56 over the period;
- (d) The number of Spanish employees rose by 34 compared to April 1987, to a total of 685;
- (e) Employment in the private sector as a whole, rose by 288 employees since April 1987 to a total of 6869 continuing its upward trend compared to the employment level in the Official Sector where a minimal drop of 29 was recorded;
- (f) The Building and Construction industry continued as the leading industry in terms of employment in the private sector;
- (g) A total of 916 employees were classified as "frontier workers" compared to 753 in April 1987. This includes 548 Spaniards, 243 U.K. nationals and 76 Gibraltarians. The majority (908)

were employed in the private sector, mainly in the construction industry.

2.3 It must be noted that following a re-classification of occupational groups within the Commercial Shiprepair yard the results of the survey show a drop in the "Professional Technical and Related Workers" group of 127 and a corresponding increase in the "Production and Construction etc. Workers" group of some 200.

2.4 Average weekly earnings for full-time adult men increased from £147.99 in April 1987 to £151.40 in October 1987. Earnings in the Private Sector decreased by 1.1% reflecting a decrease in overtime earnings of some 25% with average weekly earnings in the Official Sector increasing by around 6.5% as a result of a slight increase in the level of overtime. Average earnings for full-time monthly-paid employees in October 1987 were £980.76 for adult males and £651.08 for adult females.

2.5 Taking the level of average earnings of full-time weekly-paid Gibraltarians, it is estimated that average "take home" pay for a married couple with two children, rose in real terms by 4.1% between October 1986 and October 1987.

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

	Analysis of Employees	T O T A L	F-Time	P-Time
	All Employees	13078	12018	1060
Sex	Male	8946	8701	245
	Female	4132	3317	815
Sector	Official	6209	5999	210
	Private	6869	6019	850
Nationality	Gibraltarian	8839	8022	817
	U.K.	1490	1320	170
	Moroccan	1847	1807	40
	Spanish	685	662	23
	Other	217	207	10
Industry	Shipbuilding etc.	2453	2375	78
	Other Manuf.	218	208	10
	Electricity Supply	206	206	-
	Building and Constr.	2674	2632	42
	Wholesale Trade	547	477	70
	Retail Trade	1379	1020	359
	Hotels, Restaurants etc.	778	707	71
	Sea Transport and related services	224	213	11
	Other Transport	130	115	15
	Posts and Telecomms.	240	236	4
	Fin. Services	940	878	62
	Public Administration	1262	1250	12
	Education Services	646	603	43
	Health Services	604	528	76
	Other Services	777	570	207
Occupation	Prof, Tech and Rel.	1459	1306	153
	Admin and Managerial	710	676	34
	Clerical and Related	2959	2739	220
	Sales Workers	899	637	262
	Service Workers	2278	1972	306
	Prod, Constr, etc. workers	4773	4688	85

Note:

- (i) The present classifications of Sector and Industry are currently being reviewed by the Economic Planning and Statistics Office.

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

ALL EMPLOYEES	TOTAL				OFFICIAL				PRIVATE						
	Total	Male		Female		Total	Male		Female		Total	Male		Female	
<u>NATIONALITY</u>															
Gibraltar	8839	5618	3221	5055	3466	1589	3784	2152	1632						
U.K.	1490	841	649	481	295	186	1009	546	463						
Moroccan	1847	1680	167	654	627	27	1193	1053	140						
Spanish	685	632	53	9	7	2	676	625	51						
Other	217	175	42	10	9	1	207	166	41						
T O T A L	13078	8946	4132	6209	4404	1805	6869	4542	2327						

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

FULL-TIME WEEKLY EMPLOYEES	TOTAL				OFFICIAL				PRIVATE						
	Total	Male		Female		Total	Male		Female		Total	Male		Female	
<u>NATIONALITY</u>															
Gibraltar	3978	2847	1131	2335	1805	530	1643	1042	601						
U.K.	654	396	258	84	64	20	570	332	238						
Moroccan	1790	1644	146	649	624	25	1141	1020	121						
Spanish	631	594	37	9	7	2	622	587	35						
Other	99	82	17	9	8	1	90	74	16						
T O T A L	7152	5563	1589	3086	2508	578	4066	3055	1011						

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

FULL-TIME MONTHLY EMPLOYEES	T O T A L			OFFICIAL			PRIVATE			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
<u>NATIONALITY</u>										
Gibraltarian	4044	2589	1455	2579	1650	929	1465	939	526	
U.K.	666	416	250	333	230	103	333	186	147	
Moroccan	17	16	1	-	-	-	17	16	1	
Spanish	31	27	4	-	-	-	31	27	4	
Other	108	90	18	1	1	-	107	89	18	
T O T A L	4866	3138	1728	2913	1881	1032	1953	1257	696	



Table 5: No. of "Frontier Workers" by sex, sector and nationality, October 1987

ALL EMPLOYEES	T O T A L			OFFICIAL			PRIVATE			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
<u>NATIONALITY</u>										
Gibraltarian	76	34	42	4	3	1	72	31	41	
U.K.	243	122	121	3	1	2	240	121	119	
Moroccan	9	7	2	-	-	-	9	7	2	
Spanish	548	516	32	1	1	-	547	515	32	
Other	40	32	8	-	-	-	40	32	8	
T O T A L	916	711	205	8	5	3	908	706	202	

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 1987

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult males		5406	44.6	151.40	6.1	27.62
Sector	Official	2426	46.3	156.12	7.4	33.03
	Private	2980	43.3	147.60	5.1	23.27
Nationality	Gibraltarian	2707	45.3	159.91	6.8	31.47
	U.K.	386	44.0	150.58	4.8	22.38
	Moroccan	1638	44.6	138.56	6.2	25.79
	Spanish	593	42.1	148.61	4.1	19.39
	Other	82	42.4	149.21	4.1	20.22
Industry	Shipbuilding etc.	1337	44.5	160.51	6.9	33.67
	Other Manuf.	144	46.1	141.51	8.6	32.52
	Elec. Supply	155	51.0	204.46	11.8	53.98
	Bldg. and Constr.	2165	44.9	155.39	6.2	27.73
	W/Sale Trade	246	44.3	148.20	6.0	28.05
	Retail Trade	370	41.0	118.01	1.7	6.41
	Hotels etc.	329	43.9	115.20	5.0	17.03
	Sea Transport and Related Services	60	48.4	175.42	9.3	45.86
	Other Trans.	90	50.4	167.02	11.4	49.38
	Posts and Telecomms.	63	43.7	147.84	5.3	23.42
	Fin. Services	24	38.1	232.94	0.1	0.50
	Public Admin.	116	45.1	145.27	7.0	31.47
	Education	27	41.9	133.72	4.3	20.73
	Health	43	47.4	147.94	6.4	28.03
	Other Services	237	41.3	128.11	2.2	9.74
Occupation Group	Prof, Tech and Rel.	77	40.9	148.21	2.1	10.71
	Admin and Manag.	130	39.8	163.70	0.5	2.70
	Clerical and Related	376	41.9	136.59	3.7	16.46
	Sales Workers	204	40.7	110.01	1.7	6.33
	Service Workers	498	44.4	120.90	5.5	20.24
	Prod, Constr, etc. workers	4121	45.3	158.20	6.9	31.70

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

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult females		1531	36.1	95.60	1.3	5.27
Sector	Official	578	34.6	99.30	2.1	8.97
	Private	953	37.1	93.36	0.9	3.03
Nationality	Gibraltarian	1076	35.0	93.88	1.2	5.04
	U.K.	256	37.5	103.51	1.1	4.33
	Moroccan	146	40.9	95.06	2.7	9.27
	Spanish	37	38.6	88.98	0.4	1.54
	Other	16	40.4	104.61	1.8	7.99
Industry	Shipbuilding etc.	218	40.0	121.07	3.1	12.57
	Other Manuf.	39	38.6	105.01	1.2	4.88
	Elec. Supply	-	-	-	-	-
	Bldg. and Constr.	53	37.4	139.40	1.5	6.15
	W/Sale Trade	51	31.5	86.16	0.3	0.80
	Retail Trade	351	37.9	88.01	0.6	1.81
	Hotels etc.	290	39.3	86.18	1.3	4.18
	Sea Transport and Related Services	13	38.3	87.47	4.9	19.46
	Other Trans.	7	39.4	95.71	-	-
	Posts and Telecomms.	6	27.7	80.08	1.3	6.86
	Fin. Services	94	29.4	99.81	0.2	1.05
	Public Admin.	87	30.7	90.99	0.9	4.09
	Education	138	23.1	62.74	0.4	1.41
	Health	80	40.9	118.72	4.0	20.09
Other Services	104	38.3	100.59	0.9	3.59	
Occupation Group	Prof, Tech and Rel.	14	33.4	109.61	0.4	4.92
	Admin and Manag.	44	36.4	134.79	0.6	1.84
	Clerical and Related	310	35.9	110.76	0.7	3.75
	Sales Workers	285	37.6	84.36	0.6	2.01
	Service Workers	816	35.3	89.09	1.8	6.60
	Prod, Constr, etc. workers	62	41.6	126.01	2.8	12.90

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

		ADULT MALES		ADULT FEMALES	
		No.	Av. Engs.	No.	Av. Engs.
Full-time adults		3121	980.76	1674	651.08
Sec- tor	Official	1879	1031.29	1028	711.66
	Private	1242	909.00	646	557.31
Nationa- lity	Gibraltarian	2572	971.85	1405	650.18
	U.K.	416	1145.57	246	663.86
	Moroccan	16	587.74	1	859.80
	Spanish	27	1023.75	4	424.89
	Other	90	744.06	18	602.46
Industry	Shipbuilding etc.	577	1087.64	147	602.20
	Other Manuf.	11	1011.21	7	739.94
	Elec. Supply	42	1199.56	8	532.30
	Bldg. and Constr.	321	901.03	59	603.51
	W/Sale Trade	137	1028.55	34	491.00
	Retail Trade	207	642.56	56	519.41
	Hotels etc.	53	718.55	31	549.93
	Sea Transport and Related Services	119	879.00	19	503.80
	Other Trans.	16	583.44	1	523.00
	Posts and Telecomms.	128	1048.05	36	615.15
	Fin. Services	321	934.03	369	553.12
	Public Admin.	729	1032.87	316	656.27
	Education	186	957.70	252	797.14
	Health	139	1268.83	257	791.75
Other Services	135	815.06	82	588.92	
Occupation Group	Prof, Tech and Rel.	728	1088.07	483	822.59
	Admin and Manag.	411	1142.51	90	661.17
	Clerical and Related	938	820.28	1013	571.91
	Sales Workers	95	699.59	18	457.99
	Service Workers	592	1028.18	51	661.79
	Prod, Constr, etc. workers	357	1008.23	19	810.18

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

		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly Engs.	No.	Av. wkly hrs.	Av. wkly Engs.
All part-time adults		155	17.9	54.33	608	20.4	53.33
Sector	Official	10	26.7	73.41	120	20.0	55.57
	Private	145	17.2	53.01	488	20.7	53.35
Nationality	Gibraltarian	109	17.0	46.00	462	21.4	56.60
	U.K.	16	18.5	55.25	114	16.4	42.59
	Moroccan	18	16.4	48.33	17	19.4	43.26
	Spanish	11	27.9	145.97	11	16.9	41.92
	Other	1	*	*	4	17.5	46.94
Industry	Shipbuilding etc.	8	22.6	65.51	70	18.8	53.42
	Other Manuf.	-	-	-	8	20.1	48.66
	Elec. Supply	-	-	-	-	-	-
	Bldg. and Constr.	11	32.7	166.41	15	20.3	62.35
	W/Sale Trade	16	15.2	47.52	25	16.2	49.30
	Retail Trade	44	16.4	41.82	263	20.3	47.01
	Hotels etc.	19	20.5	55.30	39	19.8	41.82
	Sea Transport and Related Services	1	*	*	3	10.0	119.45
	Other Trans.	11	12.9	38.56	4	6.5	27.15
	Posts and Telecomms.	-	-	-	4	26.0	66.38
	Fin. Services	2	18.8	86.06	24	14.6	50.99
	Public Admin.	-	-	-	8	36.3	117.73
	Education	2	22.0	59.83	19	7.2	25.16
	Health	3	4.0	25.00	14	17.6	50.96
Other Services	38	16.1	39.95	112	25.9	71.79	
Occupation Group	Prof, Tech and Rel.	8	5.6	50.62	43	12.2	47.47
	Admin and Manag.	3	16.3	56.66	10	17.5	74.50
	Clerical and Related	25	17.6	47.76	103	20.0	58.33
	Sales Workers	26	18.2	44.80	196	20.1	46.06
	Service Workers	40	18.6	46.43	234	22.4	57.99
	Prod, Constr, etc. workers	53	19.2	68.76	22	19.1	46.05

\* Publication not allowed under Statistics Ordinance.

Table 10: Industry by sex and nationality - All Employees, October 1987

ALL SECTORS	ALL		GIBRALTARIAN		U.K.		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
All Industries	8946	4132	5618	3221	841	649	1680	167	632	53	175	42
Shipbuilding etc.	2016	437	1380	359	212	59	283	14	111	3	30	2
Other Manuf.	155	63	54	47	11	12	82	2	7	2	1	-
Electricity Supply	198	8	169	8	-	-	29	-	-	-	-	-
Bldg. and Constr.	2535	139	1156	118	250	16	769	4	337	1	23	-
Wholesale Trade	419	128	268	110	28	14	94	2	21	2	8	-
Retail Trade	647	732	383	605	71	106	96	8	36	4	61	9
Hotels etc.	411	367	85	71	63	153	183	107	61	26	19	10
Sea Transport and related services	184	40	157	39	7	1	17	-	1	-	2	-
Other Transport	117	13	75	11	6	1	26	-	10	-	-	1
Posts and Telecomms.	194	46	184	43	1	1	9	2	-	-	-	-
Fin. Services	375	565	296	426	61	124	1	3	7	5	10	7
Public Admin.	847	415	777	408	58	6	12	1	-	-	-	-
Education Services	219	427	200	369	18	58	-	-	1	-	-	-
Health	186	418	161	344	21	60	3	13	-	-	1	1
Other Services	443	334	273	263	34	38	76	11	40	10	20	12



Table 12: Industry by sex, sector and nationality, All Employees, PRIVATE SECTOR, October 1987

PRIVATE SECTOR	ALL		GIBRALTARIAN		U.K.		MOROCCAN		SPANISH		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F
	All Industries	4542	2327	2152	1632	546	463	1053	140	625	51	166
Shipbuilding etc.	822	60	489	45	94	11	104	1	107	1	28	2
Other Manuf.	155	63	54	47	11	12	82	2	7	2	1	-
Bldg. and Constr.	1011	48	103	29	176	16	376	2	334	1	22	-
Wholesale Trade	419	128	268	110	28	14	94	2	21	2	8	-
Retail Trade	620	668	375	566	60	82	94	8	36	4	55	8
Hotels etc.	411	367	85	71	63	153	183	107	61	26	19	10
Sea Transport and related services	118	33	91	32	7	1	17	-	1	-	2	-
Other Transport	117	13	75	11	6	1	26	-	10	-	-	1
Posts and Telecomms.	47	9	46	6	1	1	-	2	-	-	-	-
Fin. Services	375	565	296	426	61	124	1	3	7	5	10	7
Education	3	17	2	15	-	2	-	-	1	-	-	-
Health Services	10	39	4	28	5	8	-	2	-	-	1	1
Other Services	434	317	264	246	34	38	76	11	40	10	20	12



Table 13: Movements in Nos. Employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - October 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
October 1987	5406	44.6	£151.40	6.1	£27.62

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	-	-
October 1987	155	17.9	£54.33	-	-

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
October 1987	1531	36.1	£95.60	1.3	£5.27

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	-	-
October 1987	608	20.4	£53.33	-	-

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
April 1987	75	40.1	£75.07	1.7	£4.64
October 1987	157	37.7	£88.21	1.3	£5.46

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
October 1987	58	37.3	£65.50	0.5	£1.16

- 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 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
October 1987	927.7	1045.5	501.5

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

Analysis of mthly-paid employees	No.	Average 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
October 1987	3121	£980.76



Analysis of mthly-paid employees	No.	Average Earnings
<u>Part-time Men</u>		
October 1971	26	£ 17.90
April 1972	23	£ 23.96
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
October 1987	84	£227.43

Analysis of mthly-paid employees	No.	Average 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
October 1987	1674	£651.08

Analysis of mthly- paid employees	No.	Average 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
October 1987	189	£362.20

Analysis of mthly-paid employees	No.	Average 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
October 1987	17	£335.63

Analysis of mthly-paid employees	No.	Average 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
October 1987	54	£330.92

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

MONTH	Av. Hrly Engs. Index <sup>1.</sup>		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
October 1987	945.9	1006.7	501.5

1. A 40 hour week is assumed for monthly-paid employees from October 1971 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 1987

Month	Av. wkly engs <sup>1</sup>	Net take-home pay <sup>2</sup>	Index	I.R.P.
October 1972	£ 20.32	£ 19.93 (£ 20.42)	100.0	100.0
October 1973	£ 24.58	£ 23.97 (£ 24.39)	120.3	113.9
April 1974	£ 26.58	£ 25.60 (£ 26.28)	128.4	125.1
October 1975	£ 33.38	£ 32.06 (£ 32.86)	161.9	159.5
April 1976	£ 34.32	£ 32.68 (£ 33.58)	164.0	168.8
October 1977	£ 43.21	£ 39.32 (£ 40.72)	197.3	209.5
April 1978	£ 43.64	£ 39.19 (£ 40.12)	196.6	218.2
October 1978	£ 68.07	£ 56.28 (£ 57.10)	282.4	237.8
April 1979	£ 69.44	£ 56.19 (£ 57.01)	281.9	254.1
October 1979	£ 74.11	£ 59.50 (£ 63.50)	298.5	276.7
April 1980	£ 85.16	£ 66.41 (£ 71.41)	333.2	288.8
October 1980	£102.20	£ 79.17 (£ 84.17)	397.2	301.8
April 1981	£102.67	£ 78.91 (£ 83.91)	395.9	311.6
October 1981	£113.59	£ 89.23 (£ 94.23)	447.7	329.4
April 1982	£120.24	£ 92.95 (£ 97.95)	466.4	342.1
October 1982	£120.42	£ 93.07 (£ 98.07)	467.0	354.8
April 1983	£122.45	£ 93.33 (£ 98.33)	468.3	360.5
October 1983	£125.15	£ 95.08 (£100.08)	477.1	373.3
April 1984	£127.13	£ 95.37 (£100.37)	478.5	382.1
October 1984	£128.05	£ 95.97 (£100.97)	481.5	400.6
April 1985	£128.24	£ 95.17 (£100.17)	477.5	411.3
October 1985	£142.33	£104.33 (£109.33)	523.5	416.7
April 1986	£143.19	£104.27 (£109.27)	523.2	425.6
October 1986	£150.38	£115.02 (£120.02)	577.1	432.3
April 1987	£154.15	£116.88 (£121.88)	586.5	445.9
October 1987	£159.91	£125.91 (£130.91)	631.8	454.7

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

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

£ per annum	ALL EMPLOYEES			ALL MALES			ALL FEMALES		
	TOTAL	F/T	P/T	TOTAL	F/T	P/T	TOTAL	F/T	P/T
0 - £ 1000	299	222	77	225	190	35	74	32	42
£ 1000 - £ 1500	140	36	104	59	21	38	81	15	66
£ 1500 - £ 2000	222	62	160	42	12	30	180	50	130
£ 2000 - £ 2500	227	76	151	58	16	42	169	60	109
£ 2500 - £ 3000	454	264	190	81	55	26	373	209	164
£ 3000 - £ 4000	670	510	160	230	197	33	440	313	127
£ 4000 - £ 5000	1067	984	83	454	444	10	613	540	73
£ 5000 - £ 6000	1635	1604	31	1116	1107	9	519	497	22
£ 6000 - £ 7000	1822	1753	69	1320	1313	7	502	440	62
£ 7000 - £ 8000	1654	1646	8	1166	1164	2	488	482	6
£ 8000 - £ 9000	846	840	6	664	662	2	182	178	4
£ 9000 - £10000	799	796	3	609	609	-	190	187	3
£10000 - £11000	643	632	11	550	541	9	93	91	2
£11000 - £12000	750	748	2	651	651	-	99	97	2
£12000 - £13000	476	474	2	442	440	2	34	34	-
£13000 - £14000	339	339	-	313	313	-	26	26	-
£14000 - £15000	262	260	2	242	242	-	20	18	2
£15000 - £20000	628	627	1	584	584	-	44	43	1
£20000 and over	145	145	-	140	140	-	5	5	-
T O T A L	13078	12018	1060	8946	8701	245	4132	3317	815



Table 19: Average Earnings and Index, all employees 1971-1987

Date	Average Earnings	Index
Oct 71	£ 878.85	100.00
Apr 72	£ 941.63	107.14
Oct 72	£1,011.26	115.07
Oct 73	£1,212.27	137.94
Apr 74	£1,279.44	145.58
Apr 75	£1,571.51	178.81
Oct 75	£1,632.95	185.81
Apr 76	£1,847.97	210.27
Oct 77	£2,237.72	254.62
Apr 78	£2,326.64	264.74
Oct 78	£3,298.57	375.33
Apr 79	£3,521.85	400.73
Oct 79	£3,878.91	441.36
Apr 80	£4,257.46	484.44
Oct 80	£4,965.90	565.05
Apr 81	£5,042.56	573.77
Oct 81	£5,526.43	628.83
Apr 82	£5,929.44	674.68
Oct 82	£5,922.95	673.94
Apr 83	£5,532.11	629.47
Oct 83	£6,260.21	712.32
Apr 84	£6,309.29	717.90
Oct 84	£6,555.39	745.91
Apr 85	£6,526.62	742.63
Oct 85	£6,912.33	786.52
Apr 86	£7,035.17	800.50
Oct 86	£7,358.02	837.23
Apr 87	£7,802.00	887.75
Oct 87	£7,827.21	890.62

## 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, Eng. - 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.