



GOVERNMENT OF GIBRALTAR

**Employment Survey  
Report  
October 1988**

PREFACE

This is the thirty-eighth Employment Survey conducted in Gibraltar and the thirty-first 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.

August 1989

ECONOMIC PLANNING  
& STATISTICS OFFICE

GOVERNMENT STATISTICIAN

## 1. COVERAGE

- 1.1 In October 1988 all known employers were sent Employment Survey questionnaires in respect of their employees. The information received was processed through computer and, after sending out three reminders to late respondents, the Survey was closed in March 1989. Tabulation was completed during April 1989. The response rate was generally good and only a small number of employers were excluded in the final report.

## 2. SUMMARY OF THE RESULTS

- 2.1 The October 1988 Survey shows an increase in the overall level of employment from 12995 in April 1988 to 13610 (+4.7%).
- 2.2 Other employment trends during this six-monthly period can be summarised as follows:
- (a) The largest increase in employment was recorded in the financial sector where numbers rose from 1158 in April 1988 to 1421 in October 1988 (+23%).
  - (b) Employment at the commercial shiprepair yard continued to fall as the direct result of the process of restructure.
  - (c) Employment in the Wholesale/Retail sector increased by 79 (+4%) from 2037 in April 1988 to 2116 in October 1988.
  - (d) The Building and Construction Industry continued as the leading private sector industry in terms of employment.
- 2.3 Average weekly earnings for full-time adult men increased from £153.35 in April 1988 to £172.23 in October 1988 (+12%). This is largely accounted for by an increase in the level of overtime hours worked from 6.4 in April 1988 to 8.5 in October 1988. Earnings in the Private Sector increased by almost 18% over the period from £151.47 to £178.28 again reflecting high overtime levels particularly in the shipbuilding industry. Average earnings for full-time monthly-paid employees in October 1988 were £1108.04 (+6.9%) for adult males and £731.21 (+4.1%) for adult females.

2.4 Taking the level of average earnings of full-time weekly-paid Gibraltarians, it is estimated that net "take-home" pay for a married couple with two children, rose in real terms by 4.5% between October 1987 and October 1988.

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Table 1: Analysis of the number of employees, October 1988

|             | Analysis of Employees                 | T O T A L | F-Time | P-Time |
|-------------|---------------------------------------|-----------|--------|--------|
|             | All Employees                         | 13610     | 12349  | 1261   |
| Sex         | Male                                  | 9051      | 8848   | 203    |
|             | Female                                | 4559      | 3501   | 1058   |
| Sector      | Official                              | 6325      | 5961   | 364    |
|             | Private                               | 7285      | 6388   | 897    |
| Nationality | Gibraltarian                          | 8836      | 7816   | 1020   |
|             | U.K.                                  | 2041      | 1860   | 181    |
|             | Moroccan                              | 1868      | 1827   | 41     |
|             | Spanish                               | 584       | 570    | 14     |
|             | Other EEC                             | 123       | 120    | 3      |
|             | Others                                | 158       | 156    | 2      |
| Industry    | Shipbuilding etc.                     | 2391      | 2366   | 25     |
|             | Other Manuf.                          | 207       | 195    | 12     |
|             | Electricity Supply                    | 201       | 201    | -      |
|             | Building and Constr.                  | 2481      | 2450   | 31     |
|             | Wholesale Trade                       | 672       | 571    | 101    |
|             | Retail Trade                          | 1444      | 1061   | 383    |
|             | Hotels, Restaurants<br>etc.           | 757       | 701    | 56     |
|             | Sea Transport and<br>related services | 229       | 217    | 12     |
|             | Other Transport                       | 134       | 122    | 12     |
|             | Posts and Telecomms.                  | 239       | 231    | 8      |
|             | Fin. Services                         | 1421      | 1304   | 117    |
|             | Public Administration                 | 1403      | 1333   | 70     |
|             | Education Services                    | 702       | 516    | 186    |
|             | Health Services                       | 633       | 563    | 70     |
|             | Other Services                        | 696       | 518    | 178    |
| Occupation  | Prof, Tech and Rel.                   | 1554      | 1443   | 111    |
|             | Admin and Managerial                  | 829       | 795    | 34     |
|             | Clerical and Related                  | 3190      | 2923   | 267    |
|             | Sales Workers                         | 960       | 682    | 278    |
|             | Service Workers                       | 2460      | 1951   | 509    |
|             | Prod, Constr, etc.<br>workers         | 4617      | 4555   | 62     |

Table 2: Nos. employed by sex, sector and nationality, all employees, October 1988

| ALL<br>EMPLOYEES   | OFFICIAL |      |        | PRIVATE |      |        | TOTAL |      |        |
|--------------------|----------|------|--------|---------|------|--------|-------|------|--------|
|                    | Total    | Male | Female | Total   | Male | Female | Total | Male | Female |
|                    |          |      |        |         |      |        |       |      |        |
| <u>NATIONALITY</u> |          |      |        |         |      |        |       |      |        |
| Gibraltarian       | 5213     | 3487 | 1726   | 3623    | 1926 | 1697   | 8836  | 5413 | 3423   |
| U.K.               | 409      | 255  | 154    | 1632    | 948  | 684    | 2041  | 1203 | 838    |
| Moroccan           | 680      | 646  | 34     | 1188    | 1044 | 144    | 1868  | 1690 | 178    |
| Spanish            | 15       | 10   | 5      | 569     | 500  | 69     | 584   | 510  | 74     |
| Other EEC          | 1        | 1    | -      | 122     | 102  | 20     | 123   | 103  | 20     |
| Others             | 7        | 5    | 2      | 151     | 127  | 24     | 158   | 132  | 26     |
| T O T A L          | 6325     | 4404 | 1921   | 7285    | 4647 | 2638   | 13610 | 9051 | 4559   |

Table 3: Nos. employed full-time weekly, by sex, sector and nationality, October 1988

| FULL-TIME<br>WEEKLY<br>EMPLOYEES | OFFICIAL |      |        | PRIVATE |      |        | TOTAL |      |        |
|----------------------------------|----------|------|--------|---------|------|--------|-------|------|--------|
|                                  | Total    | Male | Female | Total   | Male | Female | Total | Male | Female |
|                                  |          |      |        |         |      |        |       |      |        |
| <u>NATIONALITY</u>               |          |      |        |         |      |        |       |      |        |
| Gibraltarian                     | 2125     | 1747 | 378    | 1406    | 847  | 559    | 3531  | 2594 | 937    |
| U.K.                             | 90       | 43   | 47     | 844     | 558  | 286    | 934   | 601  | 333    |
| Moroccan                         | 676      | 645  | 31     | 1127    | 1015 | 112    | 1803  | 1660 | 143    |
| Spanish                          | 15       | 10   | 5      | 489     | 444  | 45     | 504   | 454  | 50     |
| Other EEC                        | 1        | 1    | -      | 96      | 83   | 13     | 97    | 84   | 13     |
| Others                           | 6        | 5    | 1      | 34      | 27   | 7      | 40    | 32   | 8      |
| T O T A L                        | 2913     | 2451 | 462    | 3996    | 2974 | 1022   | 6909  | 5425 | 1484   |

Table 4: Nos. employed full-time monthly by sex, sector and nationality, October 1988

| FULL-TIME<br>MONTHLY<br>EMPLOYEES | OFFICIAL |      |        | PRIVATE |      |        | TOTAL |      |        |
|-----------------------------------|----------|------|--------|---------|------|--------|-------|------|--------|
|                                   | Total    | Male | Female | Total   | Male | Female | Total | Male | Female |
|                                   |          |      |        |         |      |        |       |      |        |
| <u>NATIONALITY</u>                |          |      |        |         |      |        |       |      |        |
| Gibraltarian                      | 2755     | 1728 | 1027   | 1530    | 936  | 594    | 4285  | 2664 | 1621   |
| U.K.                              | 292      | 211  | 81     | 634     | 358  | 276    | 926   | 569  | 357    |
| Moroccan                          | -        | -    | -      | 24      | 19   | 5      | 24    | 19   | 5      |
| Spanish                           | -        | -    | -      | 66      | 55   | 11     | 66    | 55   | 11     |
| Other EEC                         | -        | -    | -      | 23      | 18   | 5      | 23    | 18   | 5      |
| Others                            | 1        | -    | 1      | 115     | 98   | 17     | 116   | 98   | 18     |
| T O T A L                         | 3048     | 1939 | 1109   | 2392    | 1484 | 908    | 5440  | 3423 | 2017   |

3048  
1939  
1109  
2392  
1484  
908  
5440  
3423  
2017



Table 5: No. of "Frontier Workers" by sex, sector and nationality, October 1988

| ALL EMPLOYEES      | OFFICIAL |      |        | PRIVATE |      |        | TOTAL |      |        |
|--------------------|----------|------|--------|---------|------|--------|-------|------|--------|
|                    | Total    | Male | Female | Total   | Male | Female | Total | Male | Female |
| <u>NATIONALITY</u> |          |      |        |         |      |        |       |      |        |
| Gibraltarian       | 9        | 7    | 2      | 94      | 36   | 58     | 103   | 43   | 60     |
| U.K.               | 5        | 2    | 3      | 398     | 220  | 178    | 403   | 222  | 181    |
| Moroccan           | -        | -    | -      | 8       | 7    | 1      | 8     | 7    | 1      |
| Spanish            | -        | -    | -      | 476     | 426  | 50     | 476   | 426  | 50     |
| Other EEC          | 1        | 1    | -      | 63      | 58   | 5      | 64    | 59   | 5      |
| Others             | -        | -    | -      | 10      | 8    | 2      | 10    | 8    | 2      |
| T O T A L          | 15       | 10   | 5      | 1049    | 755  | 294    | 1064  | 765  | 299    |

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 1988

|                           |                                    | No.  | Av. wkly hrs. | Av. wkly engs. | Av. Ov. hrs. | Av. Ov. engs. |
|---------------------------|------------------------------------|------|---------------|----------------|--------------|---------------|
| All full-time adult males |                                    | 5357 | 46.8          | 172.23         | 8.5          | 42.68         |
| Sector                    | Official                           | 2431 | 47.8          | 165.13         | 9.4          | 43.04         |
|                           | Private                            | 2926 | 46.0          | 178.28         | 7.8          | 42.53         |
| Nationality               | Gibraltarian                       | 2551 | 47.2          | 175.61         | 8.9          | 46.04         |
|                           | U.K.                               | 577  | 44.9          | 177.67         | 6.7          | 33.28         |
|                           | Moroccan                           | 1659 | 47.2          | 160.34         | 8.7          | 38.19         |
|                           | Spanish                            | 454  | 45.5          | 176.99         | 7.3          | 43.26         |
|                           | Other EEC                          | 84   | 49.4          | 251.90         | 15.1         | 98.38         |
|                           | Others                             | 32   | 42.7          | 166.40         | 5.5          | 30.75         |
| Industry                  | Shipbuilding etc.                  | 1376 | 49.1          | 207.35         | 12.0         | 68.75         |
|                           | Other Manuf.                       | 125  | 43.3          | 158.37         | 7.0          | 28.81         |
|                           | Elec. Supply                       | 153  | 52.6          | 218.67         | 15.1         | 65.53         |
|                           | Bldg. and Constr.                  | 2000 | 46.9          | 164.57         | 8.1          | 38.33         |
|                           | W/Sale Trade                       | 302  | 43.9          | 157.34         | 5.6          | 25.82         |
|                           | Retail Trade                       | 361  | 42.0          | 133.36         | 2.8          | 10.94         |
|                           | Hotels etc.                        | 330  | 44.6          | 132.81         | 4.8          | 22.05         |
|                           | Sea Transport and Related Services | 70   | 48.6          | 227.37         | 9.3          | 57.77         |
|                           | Other Trans.                       | 86   | 51.3          | 179.12         | 12.5         | 53.58         |
|                           | Posts and Telecomms.               | 69   | 50.3          | 176.95         | 12.2         | 56.26         |
|                           | Fin. Services                      | 55   | 42.2          | 154.34         | 4.7          | 24.42         |
|                           | Public Admin.                      | 171  | 46.0          | 154.42         | 7.6          | 34.03         |
|                           | Education                          | 27   | 48.8          | 162.60         | 10.6         | 48.67         |
|                           | Health                             | 50   | 50.9          | 166.95         | 8.9          | 41.08         |
|                           | Other Services                     | 182  | 41.5          | 139.56         | 2.7          | 13.23         |
| Occupation Group          | Prof, Tech and Rel.                | 88   | 43.8          | 163.51         | 3.7          | 21.59         |
|                           | Admin and Manag.                   | 122  | 39.7          | 188.17         | 1.0          | 5.61          |
|                           | Clerical and Related               | 350  | 42.2          | 145.37         | 4.2          | 18.70         |
|                           | Sales Workers                      | 204  | 40.6          | 122.91         | 1.4          | 5.30          |
|                           | Service Workers                    | 485  | 44.4          | 137.14         | 5.3          | 23.21         |
|                           | Prod, Constr, etc. workers         | 4108 | 48.1          | 181.06         | 9.9          | 50.58         |

Table 7: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, October 1988

|                             |                                    | No.  | Av. wkly hrs. | Av. wkly engs. | Av. Ov. hrs. | Av. Ov. engs. |
|-----------------------------|------------------------------------|------|---------------|----------------|--------------|---------------|
| All full-time adult females |                                    | 1441 | 38.0          | 106.66         | 1.5          | 6.20          |
| Sector                      | Official                           | 462  | 39.5          | 115.85         | 2.2          | 9.03          |
|                             | Private                            | 979  | 37.3          | 102.37         | 1.2          | 4.87          |
| Nationality                 | Gibraltarian                       | 902  | 38.1          | 108.61         | 1.4          | 5.68          |
|                             | U.K.                               | 325  | 37.0          | 102.39         | 1.1          | 5.28          |
|                             | Moroccan                           | 143  | 39.2          | 105.34         | 2.6          | 10.56         |
|                             | Spanish                            | 50   | 38.4          | 100.52         | 2.2          | 5.86          |
|                             | Other EEC                          | 13   | 42.7          | 116.80         | 4.4          | 22.47         |
|                             | Others                             | 8    | 40.0          | 104.73         | -            | -             |
| Industry                    | Shipbuilding etc.                  | 235  | 39.6          | 124.81         | 1.8          | 7.03          |
|                             | Other Manuf.                       | 43   | 37.2          | 106.50         | 0.9          | 3.08          |
|                             | Elec. Supply                       | -    | -             | -              | -            | -             |
|                             | Bldg. and Constr.                  | 43   | 36.5          | 120.59         | 0.4          | 2.18          |
|                             | W/Sale Trade                       | 57   | 33.9          | 103.32         | 0.5          | 1.99          |
|                             | Retail Trade                       | 356  | 38.6          | 96.60          | 0.7          | 2.26          |
|                             | Hotels etc.                        | 288  | 38.4          | 99.36          | 2.1          | 8.57          |
|                             | Sea Transport and Related Services | 8    | 35.5          | 113.39         | 3.2          | 17.26         |
|                             | Other Trans.                       | 8    | 39.4          | 107.06         | -            | -             |
|                             | Posts and Telecomms.               | 5    | 21.4          | 51.27          | -            | -             |
|                             | Fin. Services                      | 115  | 34.5          | 114.56         | 1.3          | 5.81          |
|                             | Public Admin.                      | 80   | 37.2          | 110.37         | 2.3          | 8.86          |
|                             | Education                          | 40   | 29.2          | 87.55          | 2.5          | 10.93         |
|                             | Health                             | 68   | 49.1          | 127.51         | 4.9          | 22.98         |
| Other Services              | 95                                 | 35.9 | 99.94         | 0.5            | 1.93         |               |
| Occupation Group            | Prof, Tech and Rel.                | 16   | 32.6          | 108.03         | 0.3          | 1.02          |
|                             | Admin and Manag.                   | 28   | 35.5          | 134.96         | 0.4          | 2.18          |
|                             | Clerical and Related               | 314  | 37.0          | 117.47         | 0.8          | 3.72          |
|                             | Sales Workers                      | 273  | 38.6          | 90.84          | 0.8          | 2.48          |
|                             | Service Workers                    | 709  | 38.1          | 104.20         | 2.1          | 8.42          |
|                             | Prod, Constr, etc. workers         | 101  | 40.5          | 125.11         | 2.4          | 10.44         |

Table 8: Analysis of average earnings of monthly-paid full-time adults,  
October 1988

|                  |                                       | ADULT MALES |           | ADULT FEMALES |           |
|------------------|---------------------------------------|-------------|-----------|---------------|-----------|
|                  |                                       | No.         | Av. Engs. | No.           | Av. Engs. |
| Full-time adults |                                       | 3457        | 1108.04   | 1970          | 731.21    |
| Sector           | Official                              | 1975        | 1170.57   | 1105          | 799.34    |
|                  | Private                               | 1482        | 1031.69   | 865           | 647.25    |
| Nationality      | Gibraltarian                          | 2674        | 1115.03   | 1578          | 735.36    |
|                  | U.K.                                  | 593         | 1208.88   | 353           | 738.46    |
|                  | Moroccan                              | 19          | 630.74    | 5             | 391.48    |
|                  | Spanish                               | 55          | 805.31    | 11            | 508.76    |
|                  | Other EEC                             | 18          | 1717.35   | 5             | 716.42    |
|                  | Others                                | 98          | 568.07    | 18            | 475.00    |
| Industry         | Shipbuilding etc.                     | 608         | 1185.49   | 141           | 659.81    |
|                  | Other Manuf.                          | 19          | 990.60    | 8             | 759.54    |
|                  | Elec. Supply                          | 40          | 1422.46   | 8             | 597.20    |
|                  | Bldg. and Constr.                     | 317         | 1088.55   | 73            | 596.03    |
|                  | W/Sale Trade                          | 147         | 1139.11   | 42            | 582.14    |
|                  | Retail Trade                          | 225         | 760.88    | 75            | 546.22    |
|                  | Hotels etc.                           | 51          | 800.51    | 26            | 598.69    |
|                  | Sea Transport and<br>Related Services | 120         | 964.10    | 19            | 576.63    |
|                  | Other Trans.                          | 25          | 839.28    | 2             | 530.83    |
|                  | Posts and Telecomms.                  | 115         | 1141.72   | 40            | 798.34    |
|                  | Fin. Services                         | 541         | 1052.14   | 550           | 667.70    |
|                  | Public Admin.                         | 762         | 1228.23   | 333           | 735.32    |
|                  | Education                             | 207         | 1084.86   | 262           | 905.44    |
|                  | Health                                | 143         | 1317.47   | 297           | 867.65    |
| Other Services   | 137                                   | 901.13      | 94        | 683.31        |           |
| Occupation Group | Prof, Tech and Rel.                   | 829         | 1203.47   | 534           | 916.61    |
|                  | Admin and Manag.                      | 542         | 1351.63   | 105           | 771.77    |
|                  | Clerical and Related                  | 1034        | 875.95    | 1167          | 652.08    |
|                  | Sales Workers                         | 129         | 729.57    | 43            | 544.19    |
|                  | Service Workers                       | 645         | 1234.78   | 99            | 745.40    |
|                  | Prod, Constr, etc.<br>workers         | 278         | 1109.70   | 22            | 715.89    |

Table 9: Analysis of average earnings and hours worked of weekly-paid part-time adults, October 1988

|                      |                                      | ADULT MALES |               |                | ADULT FEMALES |               |                |
|----------------------|--------------------------------------|-------------|---------------|----------------|---------------|---------------|----------------|
|                      |                                      | No.         | Av. wkly hrs. | Av. wkly Engs. | No.           | Av. wkly hrs. | Av. wkly Engs. |
| All part-time adults |                                      | 120         | 19.4          | 57.06          | 830           | 20.1          | 55.92          |
| Sector               | Official                             | 5           | 31.2          | 77.33          | 272           | 20.3          | 58.03          |
|                      | Private                              | 115         | 18.9          | 56.18          | 558           | 20.0          | 54.89          |
| Nationality          | Gibraltarian                         | 85          | 18.6          | 54.81          | 673           | 20.6          | 56.33          |
|                      | U.K.                                 | 24          | 21.0          | 63.37          | 118           | 19.2          | 59.87          |
|                      | Moroccan                             | 8           | 21.0          | 63.52          | 25            | 15.9          | 41.02          |
|                      | Spanish                              | 1           | *             | *              | 13            | 11.6          | 26.42          |
|                      | Other EEC                            | 1           | *             | *              | 1             | *             | *              |
|                      | Others                               | 1           | *             | *              | -             | -             | -              |
| Industry             | Shipbuilding etc.                    | 1           | *             | *              | 14            | 18.9          | 60.01          |
|                      | Other Manuf.                         | 2           | 35.2          | 84.03          | 10            | 17.1          | 52.08          |
|                      | Elec. Supply                         | -           | -             | -              | -             | -             | -              |
|                      | Bldg. and Constr.                    | 1           | *             | *              | 20            | 21.6          | 60.38          |
|                      | W/Sale Trade                         | 21          | 18.6          | 51.34          | 35            | 16.2          | 45.84          |
|                      | Retail Trade                         | 39          | 18.1          | 52.98          | 288           | 20.4          | 51.95          |
|                      | Hotels etc.                          | 14          | 19.2          | 57.73          | 34            | 14.6          | 39.95          |
|                      | Sea Transport and Related Services   | 1           | *             | *              | 3             | 21.6          | 59.71          |
|                      | Other Trans.                         | 10          | 23.2          | 78.81          | 2             | 24.0          | 66.60          |
|                      | Posts and Telecomms.                 | -           | -             | -              | 5             | 25.1          | 70.85          |
|                      | Fin. Services                        | 7           | 15.7          | 49.09          | 64            | 17.2          | 49.64          |
|                      | Public Admin.                        | 1           | *             | *              | 64            | 18.1          | 56.12          |
|                      | Education                            | -           | -             | -              | 161           | 19.6          | 53.65          |
|                      | Health                               | 3           | 4.0           | 30.00          | 23            | 24.0          | 73.84          |
|                      | Other Services                       | 20          | 22.1          | 53.38          | 107           | 25.0          | 76.13          |
| Occupation Group     | Prof, Tech and Rel. Admin and Manag. | 10          | 15.2          | 59.52          | 13            | 28.0          | 90.13          |
|                      | Clerical and Related                 | 8           | 19.7          | 83.03          | 4             | 15.3          | 148.14         |
|                      | Sales Workers                        | 26          | 18.7          | 58.65          | 123           | 19.3          | 58.78          |
|                      | Service Workers                      | 23          | 18.6          | 51.85          | 207           | 20.2          | 49.81          |
|                      | Prod, Constr, etc. workers           | 21          | 22.7          | 46.14          | 468           | 20.0          | 55.09          |
|                      |                                      | 32          | 19.7          | 59.41          | 15            | 24.1          | 88.39          |

\* Publication not allowed under Statistics Ordinance.

Table 10: Industry by sex and nationality - All Employees, October 1988

| ALL SECTORS                        | ALL  |      | GIBRALTARIAN |      | U.K. |     | MOROCCAN |     | SPANISH |    | OTHER EEC |    | OTHER |    |
|------------------------------------|------|------|--------------|------|------|-----|----------|-----|---------|----|-----------|----|-------|----|
|                                    | M    | F    | M            | F    | M    | F   | M        | F   | M       | F  | M         | F  | M     | F  |
|                                    |      |      |              |      |      |     |          |     |         |    |           |    |       |    |
| All Industries                     | 8966 | 4611 | 5413         | 3423 | 1131 | 891 | 1680     | 177 | 510     | 74 | 103       | 20 | 129   | 26 |
| Shipbuilding etc.                  | 1982 | 399  | 1301         | 359  | 223  | 17  | 275      | 17  | 123     | 6  | 55        | -  | 5     | -  |
| Other Manuf.                       | 146  | 61   | 38           | 38   | 31   | 18  | 71       | 2   | 5       | 3  | -         | -  | 1     | -  |
| Electricity Supply                 | 193  | 8    | 165          | 8    | -    | -   | 28       | -   | -       | -  | -         | -  | -     | -  |
| Bldg. and Constr.                  | 2281 | 200  | 1064         | 111  | 253  | 81  | 773      | 7   | 170     | -  | 14        | -  | 7     | 1  |
| Wholesale Trade                    | 508  | 164  | 257          | 132  | 101  | 27  | 110      | 2   | 33      | 2  | 5         | -  | 2     | 1  |
| Retail Trade                       | 648  | 787  | 326          | 604  | 102  | 151 | 93       | 11  | 40      | 9  | 2         | 2  | 85    | 10 |
| Hotels etc.                        | 402  | 355  | 73           | 54   | 61   | 157 | 185      | 99  | 63      | 28 | 8         | 12 | 12    | 5  |
| Sea Transport and related services | 192  | 35   | 160          | 33   | 14   | 2   | 13       | -   | 3       | -  | 2         | -  | -     | -  |
| Air Transport                      | 121  | 13   | 85           | 9    | 12   | 4   | 16       | -   | 8       | -  | -         | -  | -     | -  |
| Posts and Telecomms.               | 185  | 53   | 176          | 51   | -    | -   | 8        | 2   | -       | -  | 1         | -  | -     | -  |
| Fin. Services                      | 615  | 806  | 371          | 548  | 175  | 217 | 8        | 13  | 35      | 17 | 12        | 4  | 14    | 7  |
| Public Admin.                      | 921  | 482  | 823          | 474  | 53   | 4   | 44       | 3   | 1       | -  | -         | -  | -     | 1  |
| Education Services                 | 210  | 481  | 210          | 429  | -    | 51  | -        | 1   | -       | -  | -         | -  | -     | -  |
| Health                             | 199  | 434  | 177          | 366  | 19   | 60  | 3        | 8   | -       | -  | -         | -  | -     | -  |
| Other Services                     | 363  | 333  | 187          | 207  | 87   | 102 | 53       | 12  | 29      | 9  | 4         | 2  | 3     | 1  |



Table 12: Industry by sex, sector and nationality, All Employees, PRIVATE SECTOR, October 1988

| PRIVATE SECTOR                     | ALL            |      | GIBRALTARIAN |      | U.K. |     | MOROCCAN |      | SPANISH |     | OTHER EEC |     | OTHER |     |
|------------------------------------|----------------|------|--------------|------|------|-----|----------|------|---------|-----|-----------|-----|-------|-----|
|                                    | M              | F    | M            | F    | M    | F   | M        | F    | M       | F   | M         | F   | M     | F   |
|                                    | All Industries | 4654 | 2637         | 1928 | 1696 | 953 | 684      | 1044 | 144     | 500 | 69        | 102 | 20    | 127 |
| Shipbuilding etc.                  | 808            | 50   | 392          | 41   | 125  | 7   | 115      | 1    | 116     | 1   | 55        | -   | 5     | -   |
| Other Manuf.                       | 147            | 61   | 39           | 38   | 31   | 18  | 71       | 2    | 5       | 3   | -         | -   | 1     | -   |
| Bldg. and Constr.                  | 888            | 63   | 80           | 32   | 239  | 28  | 380      | 2    | 168     | -   | 14        | -   | 7     | 1   |
| Wholesale Trade                    | 511            | 165  | 260          | 133  | 101  | 27  | 110      | 2    | 33      | 2   | 5         | -   | 2     | 1   |
| Retail Trade                       | 635            | 721  | 317          | 575  | 100  | 116 | 93       | 10   | 40      | 9   | 2         | 2   | 83    | 9   |
| Hotels etc.                        | 402            | 355  | 73           | 54   | 61   | 157 | 185      | 99   | 63      | 28  | 8         | 12  | 12    | 5   |
| Sea Transport and related services | 130            | 27   | 92           | 25   | 20   | 2   | 13       | -    | 3       | -   | 2         | -   | -     | -   |
| Other Transport                    | 121            | 13   | 85           | 9    | 12   | 4   | 16       | -    | 8       | -   | -         | -   | -     | -   |
| Posts and Telecoms.                | 37             | 10   | 37           | 8    | -    | -   | -        | 2    | -       | -   | -         | -   | -     | -   |
| Fin. Services                      | 615            | 806  | 371          | 548  | 175  | 217 | 8        | 13   | 35      | 17  | 12        | 4   | 14    | 7   |
| Education                          | 1              | 18   | 1            | 18   | -    | -   | -        | -    | -       | -   | -         | -   | -     | -   |
| Health Services                    | 6              | 32   | 4            | 25   | 2    | 6   | -        | 1    | -       | -   | -         | -   | -     | -   |
| Other Services                     | 353            | 316  | 177          | 190  | 87   | 102 | 53       | 12   | 29      | 9   | 4         | 2   | 3     | 1   |

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10/10/88



Table 13: Movements in Nos. Employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - October 1988

| 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        |
| April 1988                      | 5173 | 45.1          | £153.35        | 6.4          | £27.95        |
| October 1988                    | 5357 | 46.8          | £172.23        | 8.5          | £42.68        |

| 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         | -            | -             |
| April 1988                      | 147 | 18.7          | £54.15         | -            | -             |
| October 1988                    | 120 | 19.4          | £57.06         | -            | -             |

| 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         |
| April 1988                      | 1528 | 36.2          | £99.29         | 1.3          | £5.29         |
| October 1988                    | 1441 | 38.0          | £106.66        | 1.5          | £6.20         |

| 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         | -            | -             |
| April 1988                      | 625 | 20.7          | £53.84         | -            | -             |
| October 1988                    | 830 | 20.1          | £55.92         | -            | -             |

| Analysis of wkly paid employees       | No. | Av. wkly hrs. | Av. wkly Engs. | Av. ov. hrs. | Av. ov. Engs. |
|---------------------------------------|-----|---------------|----------------|--------------|---------------|
| <u>Full-time Juv.</u><br><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         |
| April 1988                            | 115 | 38.6          | £77.23         | 0.5          | £1.90         |
| October 1988                          | 68  | 39.6          | £80.14         | 1.5          | £4.06         |

| Analysis of wkly paid employees | No. | Av. wkly hrs. | Av. wkly Engs. | Av. ov. hrs. | Av. ov. Engs. |
|---------------------------------|-----|---------------|----------------|--------------|---------------|
| Full-time Juv.                  |     |               |                |              |               |
| <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         |
| April 1988                      | 57  | 38.7          | £70.35         | 0.6          | £2.57         |
| October 1988                    | 43  | 38.6          | £68.24         | -            | -             |

- 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 1988 (October 1971 = 100.00)

| MONTH        | Av. Hrly Engs.<br>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       |
| April 1988   | 929.3                   | 1082.8     | 506.9       |
| October 1988 | 1005.8                  | 1108.1     | 519.3       |

Table 15: Movements in nos. employed and average earnings of all monthly-paid employees, October 1971- October 1988

| 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          |
| April 1988                       | 3242 | £1036.49         |
| October 1988                     | 3457 | £1108.04         |



| 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          |
| April 1988                       | 84  | £256.26          |
| October 1988                     | 79  | £236.21          |

| 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          |
| April 1988                       | 1730 | £702.34          |
| October 1988                     | 1970 | £731.21          |

| 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          |
| April 1988                       | 199 | £352.73          |
| October 1988                     | 205 | £339.54          |

| 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          |
| April 1988                       | 16  | £356.33          |
| October 1988                     | 14  | £406.26          |

| 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          |
| April 1988                       | 57  | £376.14          |
| October 1988                     | 47  | £372.58          |

Table 16: Average Hourly Earnings - Indices, full-time monthly-paid men and women October 1971- October 1988 (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       |
| April 1987   | 910.0                                 | 987.4      | 491.7       |
| October 1987 | 945.9                                 | 1006.7     | 501.5       |
| April 1988   | 999.7                                 | 1085.9     | 506.9       |
| October 1988 | 1068.9                                | 1130.6     | 519.3       |

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 1988

| 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 | £ 24.65                    | £ 23.97 (£ 24.39)              | 120.3 | 113.9  |
| April 1974   | £ 26.58                    | £ 25.60 (£ 26.28)              | 128.4 | 125.1  |
| April 1975   | £ 31.77                    | £ 29.50 (£ 30.30)              | 140.0 | 151.9  |
| 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   | £ 43.41                    | £ 38.72 (£ 40.72)              | 194.3 | 218.3  |
| October 1978 | £ 68.07                    | £ 56.12 (£ 58.12)              | 281.6 | 237.8  |
| April 1979   | £ 69.44                    | £ 56.44 (£ 58.44)              | 283.2 | 254.1  |
| October 1979 | £ 74.11                    | £ 60.04 (£ 64.04)              | 301.3 | 276.7  |
| April 1980   | £ 85.16                    | £ 67.06 (£ 71.06)              | 336.5 | 288.8  |
| October 1980 | £102.20                    | £ 79.97 (£ 84.97)              | 401.3 | 301.8  |
| April 1981   | £102.67                    | £ 79.69 (£ 84.69)              | 399.8 | 311.6  |
| October 1981 | £113.59                    | £ 90.20 (£ 95.20)              | 452.6 | 329.4  |
| April 1982   | £120.24                    | £ 93.94 (£ 98.94)              | 471.3 | 342.1  |
| October 1982 | £120.42                    | £ 94.33 (£ 99.33)              | 473.3 | 354.8  |
| April 1983   | £122.45                    | £ 94.59 (£ 99.59)              | 474.6 | 360.5  |
| October 1983 | £125.15                    | £ 96.69 (£101.69)              | 485.1 | 373.3  |
| April 1984   | £127.13                    | £ 96.98 (£101.98)              | 486.6 | 382.1  |
| October 1984 | £128.05                    | £ 97.89 (£102.89)              | 491.2 | 400.6  |
| April 1985   | £128.24                    | £ 97.10 (£102.10)              | 487.2 | 411.3  |
| October 1985 | £142.33                    | £106.55 (£111.55)              | 534.6 | 416.7  |
| April 1986   | £143.19                    | £106.48 (£111.48)              | 534.3 | 425.6  |
| October 1986 | £150.38                    | £117.06 (£122.06)              | 587.4 | 432.3  |
| April 1987   | £154.15                    | £118.92 (£123.92)              | 596.7 | 445.9  |
| October 1987 | £159.91                    | £128.12 (£133.12)              | 642.8 | 454.7  |
| April 1988   | £162.20                    | £129.21 (£136.21)              | 648.3 | 459.6  |
| October 1988 | £175.61                    | £135.52 (£145.52)              | 695.0 | 470.8  |

- 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.  
3. Figures from April 1978-October 1988 have been revised to take into account the tax allowance in respect of Social Insurance contributions.

Table 18: Distribution of average annual earnings of all employees, October 1988

| £ 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      | 47            | 8     | 39   | 17        | 2    | 15  | 29          | 5    | 24   |
| £ 1000 - £ 1500 | 110           | 18    | 92   | 40        | 13   | 27  | 70          | 5    | 65   |
| £ 1500 - £ 2000 | 207           | 30    | 177  | 39        | 7    | 32  | 167         | 22   | 145  |
| £ 2000 - £ 2500 | 199           | 75    | 124  | 51        | 23   | 28  | 147         | 51   | 96   |
| £ 2500 - £ 3000 | 444           | 104   | 340  | 68        | 43   | 25  | 374         | 58   | 316  |
| £ 3000 - £ 4000 | 590           | 351   | 239  | 162       | 130  | 32  | 426         | 219  | 207  |
| £ 4000 - £ 5000 | 942           | 821   | 121  | 348       | 332  | 16  | 592         | 487  | 105  |
| £ 5000 - £ 6000 | 1600          | 1562  | 38   | 988       | 979  | 9   | 613         | 584  | 29   |
| £ 6000 - £ 7000 | 1523          | 1507  | 16   | 1064      | 1059 | 5   | 461         | 450  | 11   |
| £ 7000 - £ 8000 | 1574          | 1526  | 48   | 1077      | 1072 | 5   | 498         | 456  | 42   |
| £ 8000 - £ 9000 | 1063          | 1045  | 18   | 727       | 723  | 4   | 336         | 322  | 14   |
| £ 9000 - £10000 | 827           | 824   | 3    | 578       | 576  | 2   | 249         | 248  | 1    |
| £10000 - £11000 | 707           | 705   | 2    | 545       | 543  | 2   | 162         | 162  | -    |
| £11000 - £12000 | 681           | 681   | -    | 514       | 514  | -   | 167         | 167  | -    |
| £12000 - £13000 | 602           | 601   | 1    | 531       | 530  | 1   | 72          | 72   | -    |
| £13000 - £14000 | 418           | 417   | 1    | 366       | 366  | -   | 52          | 51   | 1    |
| £14000 - £15000 | 333           | 333   | -    | 312       | 312  | -   | 21          | 21   | -    |
| £15000 - £20000 | 1299          | 1297  | 2    | 1192      | 1192 | -   | 110         | 108  | 2    |
| £20000 and over | 444           | 444   | -    | 432       | 432  | -   | 13          | 13   | -    |
| T O T A L       | 13610         | 12349 | 1261 | 9051      | 8848 | 203 | 4559        | 3501 | 1058 |



Table 19: Average Earnings and Index, all employees 1971- October 1988

| 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 | £8,009.93        | 911.41  |
| Apr 88 | £8,363.85        | 951.68  |
| Oct 88 | £9,079.61        | 1033.12 |

Table 20: Total Numbers Employed, October 1971 - October 1988

| MONTH    | NUMBER      | INDEX |
|----------|-------------|-------|
| Oct 1971 | 11,485      | 100.0 |
| Apr 1972 | 10,492      | 91.4  |
| Oct 1972 | 10,962      | 95.4  |
| Oct 1973 | 11,339      | 98.7  |
| Apr 1974 | 11,677      | 101.7 |
| Apr 1975 | 11,954      | 104.1 |
| Oct 1975 | 11,810      | 102.8 |
| Apr 1976 | 11,910      | 103.7 |
| Oct 1977 | 11,229      | 97.8  |
| Apr 1978 | 11,345      | 98.8  |
| Oct 1978 | 11,383      | 99.1  |
| Apr 1979 | 11,593      | 100.9 |
| Oct 1979 | 11,423      | 99.5  |
| Apr 1980 | 11,506      | 100.2 |
| Oct 1980 | 11,841      | 103.1 |
| Apr 1981 | 11,775      | 102.5 |
| Oct 1981 | 11,655      | 101.5 |
| Apr 1982 | 11,661      | 101.5 |
| Oct 1982 | 11,647      | 101.4 |
| Apr 1983 | 11,720      | 102.0 |
| Oct 1983 | 11,490      | 100.0 |
| Apr 1984 | 11,063      | 96.3  |
| Oct 1984 | 11,115      | 96.8  |
| Apr 1985 | 11,291      | 98.3  |
| Oct 1985 | 11,626 +235 | 101.2 |
| Apr 1986 | 11,869 +243 | 103.3 |
| Oct 1986 | 12,507 +538 | 108.9 |
| Apr 1987 | 12,819 +312 | 111.6 |
| Oct 1987 | 13,078 +259 | 113.9 |
| Apr 1988 | 12,995 -83  | 113.1 |
| Oct 1988 | 13,610 +615 | 118.5 |

## 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.