



GOVERNMENT OF GIBRALTAR

HEO(S)

*Employment Survey*  
*Report*  
*April 1989*

PREFACE

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

May 1990

ECONOMIC PLANNING  
& STATISTICS OFFICE

GOVERNMENT STATISTICIAN

## 1. COVERAGE

- 1.1 In April 1989 all known employers were sent Employment Survey questionnaires in respect of their employees. The information received was processed manually and after sending out three reminders to late respondents, the Survey was closed in July 1989. Tabulation was completed during February 1990. The response rate was generally good and only a small number of employers were excluded in the final report.
- 1.2 The industry classification has been revised and now follows more closely the specifications of the C.S.O. "Standard Industrial Classification" as applied in the U.K.

## 2. SUMMARY OF THE RESULTS

- 2.1 The April 1989 Survey shows an increase in the overall level of employment from 13,610 in October 1988 to 13,974 (+2.7%).
- 2.2 Other employment trends during this six-monthly period can be summarised as follows:
- (a) The level of employment almost reached the 14,000 mark totalling 13,974.
  - (b) Employment at the commercial shiprepair yard continued to fall to marginally over 400 as a result of the process of restructure.
  - (c) Employment in Banking, Finance and Insurance stood at some 1,400 thus representing the leading private sector industry in terms of employment.
  - (d) The largest increase in employment by occupation was recorded in the Professional, Technical and related grades where numbers rose from 1,554 in October 1988 to 1,746 in April 1989 (+12.4%).
- 2.3 Average weekly earnings for full-time adult men increased from £172.23 in October 1988 to £182.61 in April 1989 (+6.0%) with the level of overtime hours worked rising from 8.5 in October 1988 to 10.3 in April 1989. Earnings in the Private Sector increased by 3.7% over the period from £178.28 to £184.96 and by 6.3% in respect of monthly-paid employees from £1,031.69 in October 1988 to

£1,096.66 in April 1989. Average earnings for full-time monthly-paid employees in April 1989 were £1,157.21 for adult males and £750.24 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 8.7% between April 1988 and April 1989.

Table 1:	Analysis of the no. of employees, April 1989	1
Table 2:	Nos. employed by sex, sector and nationality, all employees, April 1989	2
Table 3:	Nos. employed full-time weekly by sex, sector and nationality, April 1989	2
Table 4:	Nos. employed full-time monthly by sex, sector and nationality, April 1989	3
Table 5:	No. of "frontier workers" by sex, sector and nationality, April 1989	4
Table 6:	Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult males, April 1989	5
Table 7:	Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, April 1989	6
Table 8:	Analysis of average earnings of monthly-paid full-time adults, April 1989	7
Table 9:	Analysis of average earnings and hours worked of weekly-paid part-time adults, April 1989	8
Table 10:	Industry by sex and nationality - ALL EMPLOYEES, April 1989	9
Table 11:	Industry by sex, sector and nationality, all employees, OFFICIAL SECTOR, April 1989	10
Table 12:	Industry by sex, sector and nationality, all employees, PRIVATE SECTOR, April 1989	11
Table 13:	Movements in nos. employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971-April 1989	12-17
Table 14:	Average hourly earnings indices, full-time weekly-paid men and women, October 1971-April 1989	18
Table 15:	Movements in nos. employed and average earnings of all monthly-paid employees, October 1971-April 1989	19-24
Table 16:	Average hourly earnings, indices full-time monthly-paid men and women, October 1971-April 1989	25
Table 17:	"Take-home pay", October 1972-April 1989	26
Table 18:	Distribution of average annual earnings of all employees, April 1989	27
Table 19:	Average Earnings and Index, all employees 1971-April 89	28
Table 20:	Total No. employed, October 1971- April 1989	29
Table 21:	Nos. in employment by S.I.C. Industry Divisions, April 89	30
	Definitions	31

Table 1 : Analysis of the number of employees, April 1989

	Analysis of Employees	T O T A L	Full-Time	Part-Time
	All Employees	13974	12699	1275
Sex	Male Female	9364 4610	9178 3521	186 1089
Sector	Official Private	6169 7805	5830 6869	339 936
Nationality	Gibraltarian U.K. Moroccan Spanish Other EEC Other	9118 1992 1788 770 120 186	8084 1838 1736 747 113 181	1034 154 52 23 7 5
Industry	Electricity Supply Water Supply Shipbuilding etc. Other Manufacture Construction Wholesale Trade Retail Trade Hotel Trade Restaurants, Bars etc. Repairs of Consumer Goods Sea Transport and Related Services Air Transport and Related Services Road Transport and Related Services Post and Telecommunications Banking, Finance and Insurance Public Administration and National Defence Police and Fire Services Sanitary Services Education Medical and Health Services Other Services	198 45 898 240 2032 648 1440 530 327 181 299 60 101 238 1394 2956 374 160 597 539 717	197 45 892 227 2000 533 1081 509 286 167 283 59 96 231 1277 2835 365 160 441 481 534	1 - 6 13 32 115 359 21 41 14 16 1 5 7 117 121 9 - 156 58 183
Occupation	Prof, Tech and Rel. Admin and Manag. Clerical and Related Sales Workers Services Workers Prod, Constr, etc. Workers	1746 879 3222 991 2533 4603	1623 856 2931 698 2053 4538	123 23 291 293 480 65

Table 2: Nos. employed by sex, sector and nationality, all employees, April 1989

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	9118	5639	3479	5011	3360	1651	4107	2279	1828
U.K.	1992	1173	819	446	289	157	1546	884	662
Moroccan	1788	1619	169	673	649	24	1115	970	145
Spanish	770	694	76	18	13	5	752	681	71
Other EEC	120	91	29	10	9	1	110	82	28
Other	186	148	38	11	8	3	175	140	35
T O T A L	13974	9364	4610	6169	4328	1841	7805	5036	2769

Table 3: Nos. employed full-time weekly, by sex, sector and nationality, April 1989

FULL-TIME WEEKLY EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	3786	2776	1010	2064	1679	385	1722	1097	625
U.K.	860	555	305	70	44	26	790	511	279
Moroccan	1713	1583	130	671	648	23	1042	935	107
Spanish	678	628	50	17	13	4	661	615	46
Other EEC	86	69	17	8	8	-	78	61	17
Other	42	36	6	8	7	1	34	29	5
T O T A L	7165	5647	1518	2838	2399	439	4327	3248	1079

Table 4: Nos. employed full-time monthly by sex, sector and nationality, April 1989

FULL-TIME MONTHLY EMPLOYEES	T O T A L		OFFICIAL			PRIVATE			
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	4298	2717	1581	2642	1663	979	1656	1054	602
U.K.	978	597	381	346	245	101	632	352	280
Moroccan	23	23	-	-	-	-	23	23	-
Spanish	69	63	6	-	-	-	69	63	6
Other EEC	27	20	7	1	1	-	26	19	7
Other	139	111	28	3	1	2	136	110	26
T O T A L	5534	3531	2003	2992	1910	1082	2542	1621	921



Table 5: No. of "Frontier Workers" by sex, sector and nationality, April 1989

ALL EMPLOYEES NATIONALITY	T O T A L			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Gibraltar	136	77	59	11	8	3	125	69	56
U.K.	540	315	225	7	2	5	533	313	220
Moroccan	11	8	3	1	-	1	10	8	2
Spanish	615	562	53	-	-	-	615	562	53
Other EEC	36	29	7	1	1	-	35	28	7
Other	11	9	2	-	-	-	11	9	2
T O T A L	1349	1000	349	20	11	9	1329	989	340

Note: A "Frontier Worker" is defined as an employee who is normally resident in Spain and is employed in Gibraltar.

Table 6: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult males, April 1989

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult males		5597	48.6	182.61	10.3	43.22
Sector	Official	2380	53.1	179.40	14.0	45.93
	Private	3217	45.3	184.96	7.5	41.23
Nationality	Gibraltarian	2730	50.5	188.84	12.0	47.37
	U.K.	551	44.6	182.52	6.2	33.59
	Moroccan	1583	49.0	169.25	10.4	41.90
	Spanish	628	43.2	184.13	5.6	32.45
	Other EEC	69	52.6	244.22	15.8	93.57
	Other	36	43.7	148.37	4.5	21.47
Industry	Electricity Supply	152	62.4	233.56	23.4	74.41
	Water Supply	25	70.4	221.46	31.4	96.21
	Shipbuilding etc.	632	51.1	264.37	17.6	111.06
	Other Manufacture	158	45.9	162.10	7.9	29.03
	Construction	1690	48.8	185.00	9.7	38.06
	Wholesale Trade	266	43.0	161.15	4.4	24.84
	Retail Trade	364	41.5	138.03	1.9	8.34
	Hotel Trade	254	45.7	153.85	7.0	30.33
	Restaurants, Bars etc.	123	40.2	118.95	1.2	6.58
	Repairs of Consumer Goods	101	40.5	143.36	1.4	5.95
	Sea Transport and Related Services	81	45.1	183.00	5.7	33.54
	Air Transport and Related Services	22	61.5	276.27	22.5	124.82
	Road Transport and Related Services	82	48.9	173.97	11.1	44.01
	Post and Telecommunications	67	68.3	206.16	29.3	77.18
	Banking, Finance and Insurance	73	38.9	161.11	1.0	4.13
	Public Administration and National Defence	1093	48.9	170.12	9.9	38.03
	Police and Fire Services	10	40.9	127.19	1.3	4.28
	Sanitary Services	149	68.1	186.02	28.8	62.15
	Education	26	57.8	174.25	19.2	52.30
	Medical and Health Services	37	47.7	150.61	2.2	8.17
Other Services	192	42.8	147.56	4.5	16.40	
Occupation Group	Prof, Tech and Rel.	113	43.6	175.81	3.2	15.39
	Admin and Manag.	114	40.5	195.55	1.0	8.11
	Clerical and Related	395	43.7	155.00	5.1	21.29
	Sales Workers	248	40.8	129.49	1.7	6.47
	Services Workers	605	44.5	148.77	5.7	23.25
	Prod, Constr, etc. workers	4122	50.6	193.30	12.4	52.24

Table 7: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, April 1989

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult females		1474	39.4	117.90	2.2	7.24
Sector	Official	439	41.6	123.99	4.3	11.41
	Private	1035	38.4	115.32	1.3	5.48
Nationality	Gibraltarian	968	38.8	118.06	2.1	6.03
	U.K.	303	39.2	117.85	1.7	6.50
	Moroccan	130	43.5	118.09	4.7	16.89
	Spanish	50	38.4	110.14	1.3	5.17
	Other EEC	17	43.8	135.56	4.7	24.77
	Other	6	39.0	104.34	-	-
Industry	Electricity Supply	-	-	-	-	-
	Water Supply	-	-	-	-	-
	Shipbuilding etc.	13	40.7	140.59	1.1	6.05
	Other Manufacture	47	39.1	125.89	1.2	5.20
	Construction	43	38.0	128.71	0.6	2.87
	Wholesale Trade	53	35.4	103.96	-	-
	Retail Trade	362	38.9	113.58	0.6	2.39
	Hotel Trade	191	41.3	117.67	3.6	16.30
	Restaurants, Bars etc.	132	38.4	102.97	1.0	3.16
	Repairs of Consumer Goods	6	34.1	99.56	2.5	8.54
	Sea Transport and Related Services	12	40.0	117.26	2.4	5.32
	Air Transport and Related Services	7	45.6	168.20	8.1	26.30
	Road Transport and Related Services	11	34.5	106.00	-	-
	Post and Telecommunications	6	22.0	56.92	-	-
	Banking, Finance and Insurance	125	35.7	126.48	0.5	3.07
	Public Administration and National Defence	313	42.3	124.66	5.0	12.82
	Police and Fire Services	12	41.5	136.27	4.0	13.58
	Sanitary Services	-	-	-	-	-
	Education	22	37.3	113.89	2.2	7.46
	Medical and Health Services	11	37.0	104.80	2.5	8.02
Other Services	108	38.8	120.42	2.3	6.99	
Occupation Group	Prof, Tech and Rel. Admin and Manag.	82	38.7	108.61	0.6	2.33
	Clerical and Related	29	37.9	130.21	-	-
	Sales Workers	316	37.1	125.36	0.5	2.27
	Services Workers	232	38.9	109.73	0.9	3.43
	Prod, Constr, etc. workers	732	40.5	115.94	3.5	11.03
		83	40.7	134.38	3.1	11.02

Table 8: Analysis of average earnings of monthly-paid full-time adults.

April 1989

		ADULT MALES		ADULT FEMALES	
		No.	Av. Engs.	No.	Av. Engs.
Full-time adults		3517	1157.21	1971	750.24
Sector	Official	1909	1212.02	1080	799.97
	Private	1608	1096.66	891	692.31
Nationality	Gibraltarian	2703	1159.95	1549	750.74
	U.K.	597	1316.34	381	770.59
	Moroccan	23	568.17	-	-
	Spanish	63	859.35	6	652.60
	Other EEC	20	1546.88	7	919.87
	Other	111	646.21	28	446.07
	Industry	Electricity Supply	38	1502.11	7
Water Supply		20	1475.77	-	-
Shipbuilding etc.		212	1353.76	35	756.38
Other Manufacture		15	1247.20	7	804.93
Construction		210	1018.25	51	547.84
Wholesale Trade		158	1200.69	48	595.34
Retail Trade		234	755.08	80	538.69
Hotel Trade		39	1051.15	22	661.17
Restaurants, Bars etc.		24	534.92	6	575.00
Repairs of Consumer Goods		48	964.65	10	688.39
Sea Transport and Related Services		156	1044.89	30	616.06
Air Transport and Related Services		28	968.49	2	735.78
Road Transport and Related Services		2	950.00	-	-
Post and Telecommunications		118	1262.94	38	654.56
Banking, Finance and Insurance		511	1166.64	526	743.88
Public Administration and National Defence		922	1129.93	489	657.08
Police and Fire Services		318	1419.63	25	1006.99
Sanitary Services		11	1563.52	-	-
Education		179	1168.22	214	980.10
Medical and Health Services		148	1359.89	284	911.63
Other Services	126	1006.35	97	640.78	
Occupational Group	Prof, Tech and Rel.	853	1246.54	572	935.99
	Admin and Manag.	600	1414.08	113	834.28
	Clerical and Related	979	922.02	1185	667.20
	Sales Workers	137	787.08	50	535.72
	Services Workers	667	1247.15	30	596.60
	Prod, Constr, etc. workers	281	1137.84	21	880.78

Table 9 : Analysis of average earnings and hours worked of weekly-paid part-time adults, April 1989

		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly Engs.	No.	Av. wkly hrs.	Av. wkly Engs.
All part-time adults		129	16.5	52.13	834	20.2	59.98
Sector	Official	13	17.1	55.70	236	20.7	59.63
	Private	116	16.4	51.76	598	20.0	60.12
Nationality	Gibraltarian	98	14.8	48.13	684	20.7	60.92
	U.K.	15	19.1	64.98	93	19.3	57.16
	Moroccan	11	22.6	62.45	32	16.7	60.88
	Spanish	2	23.8	67.93	20	11.9	31.14
	Other EEC	2	35.5	76.00	4	21.1	87.96
	Other	1	*	*	1	*	*
	Industry	Electricity Supply	-	-	-	-	-
	Water Supply	-	-	-	-	-	-
	Shipbuilding etc.	1	*	*	4	27.5	93.88
	Other Manufacture	2	25.8	87.34	11	20.7	62.08
	Construction	3	24.7	77.66	18	19.9	60.95
	Wholesale Trade	17	17.1	46.11	46	15.9	50.71
	Retail Trade	40	14.4	48.05	296	20.3	57.50
	Hotel Trade	7	25.4	104.71	7	19.4	144.55
	Restaurants, Bars etc.	5	4.6	20.00	30	15.3	40.85
	Repairs of Consumer Goods	5	21.6	59.64	8	19.6	67.95
	Sea Transport and Related Services	-	-	-	3	20.0	64.77
	Air Transport and Related Services	-	-	-	1	*	*
	Road Transport and Related Services	5	13.5	55.77	-	-	-
	Post and Telecommunications	1	*	*	4	25.0	75.10
	Banking, Finance and Insurance	6	18.1	46.17	61	15.7	49.17
	Public Administration and National Defence	11	16.6	55.52	104	20.2	57.61
	Police and Fire Services	-	-	-	6	17.3	50.18
	Sanitary Services	-	-	-	-	-	-
	Education	1	*	*	107	20.7	60.08
	Medical and Health Services	3	4.0	30.00	7	14.5	47.43
	Other Services	22	18.3	48.35	121	24.7	75.23
Occupation Group	Prof, Tech and Rel.	7	9.6	48.14	17	17.5	58.13
	Admin and Manag.	6	17.3	67.25	2	29.5	100.00
	Clerical and Related	22	11.6	37.23	144	20.2	66.06
	Sales Workers	21	17.8	54.88	233	20.0	55.66
	Services Workers	33	19.8	58.98	427	20.5	60.30
	Prod, Constr, etc. workers	40	16.8	51.84	11	18.6	60.54

\* Publication not allowed under the Statistics Ordinance

Table 10 : Industry by sex and nationality - All Employees, April 1989

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
	Electricity Supply	190	8	161	8	-	-	29	-	-	-	-	-	-
Water Supply	45	-	41	-	-	-	4	-	-	-	-	-	-	-
Shipbuilding etc.	845	53	463	43	118	8	103	1	1	1	33	-	5	-
Other Manufacture	175	65	48	44	13	15	104	1	4	2	2	-	2	1
Construction	1910	122	690	85	350	34	523	1	-	14	15	-	15	2
Wholesale Trade	463	185	297	159	35	17	98	3	1	28	3	-	3	2
Retail Trade	656	784	337	610	95	131	85	13	11	42	5	4	92	15
Hotel Trade	307	223	54	51	43	60	156	72	22	41	9	17	4	1
Restaurants, Bars etc.	153	174	32	25	26	114	51	23	7	36	-	3	8	2
Repairs of Consumer Goods	156	25	93	22	9	1	31	2	-	22	-	-	1	-
Sea Transport and Related Services	244	55	165	40	55	15	19	-	-	3	2	-	-	-
Air Transport and Related Services	50	10	47	10	3	-	-	-	-	-	-	-	-	-
Road Transport and Related Services	89	12	54	10	8	2	20	-	-	7	-	-	-	-
Post and Telecomms	187	51	178	48	-	1	8	2	-	-	1	-	-	-
Banking, Finance and Insurance	602	792	376	512	153	235	12	19	14	37	11	5	13	7
Public Administration and National Defence	2044	912	1623	820	146	65	267	20	5	7	1	-	-	2
Police and Fire Services	328	46	271	41	56	3	-	2	-	1	-	-	-	-
Sanitary Services	160	-	99	-	-	-	56	-	-	2	3	-	-	-
Education	212	385	210	381	-	3	2	1	-	-	-	-	-	-
Medical and Health Services	188	351	163	290	22	60	1	1	-	-	1	-	1	-
Other Services	360	357	237	280	41	55	50	8	11	21	7	-	4	3
T O T A L	9364	4610	5639	3479	1173	819	1619	169	76	694	91	29	148	38

Table 11: Industry by sex, sector and nationality, all employees OFFICIAL SECTOR, April 1989

OFFICIAL SECTOR	ALL		GIBRALTARIAN		U.K.		MOROCCAN		SPANISH		OTHER EEC		OTHER	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
	Electricity Supply 198	190	8	161	8	-	-	29	-	-	-	-	-	-
Water Supply 45	45	-	41	-	-	-	4	-	-	-	-	-	-	-
Construction 916	863	53	544	53	55	-	257	-	4	-	-	-	-	-
Retail Trade 86	23	63	6	29	9	31	1	1	-	-	1	-	7	1
Sea Transport and Related Services 71	62	9	60	9	2	-	-	-	-	-	-	-	-	-
Post and Telecomms. 16	154	42	145	42	-	-	8	-	-	-	1	-	-	-
Public Administration and National Defence 2956	2044	912	1623	820	146	65	267	20	7	5	1	-	-	2
Police and Fire Services 364	321	43	267	38	54	3	-	2	-	-	-	-	-	-
Sanitary Services 160	160	-	99	-	-	-	56	-	2	-	3	-	-	-
Education 575	211	364	209	363	-	-	2	1	-	-	-	-	-	-
Medical and Health Services 496	182	314	159	261	20	53	1	-	-	-	1	-	1	-
Other Services 106	73	33	46	28	3	5	24	-	-	-	-	-	-	-
TOTAL	4328	1841	3360	1651	289	157	649	24	13	5	9	1	8	3

Table 12: Industry by sex, sector and nationality, All Employees, PRIVATE SECTOR April 1989

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
	Shipbuilding etc. 898	845	53	463	43	118	8	103	1	123	1	33	-	5
Other Manufactures 240	175	65	48	44	13	15	104	1	6	4	2	-	2	1
Construction 1116	1047	69	146	32	295	34	266	1	314	-	11	-	15	2
Wholesale Trade 648	463	185	297	159	35	17	98	3	28	1	2	-	3	5
Retail Trade 1354	633	721	331	581	86	100	84	12	42	11	5	3	85	14
Hotel Trade 530	307	223	54	51	43	60	156	72	41	22	9	17	4	1
Restaurants, Bars etc. 327	153	174	32	25	26	114	51	23	36	7	-	3	8	2
Repairs of Consumer Goods 181	156	25	93	22	9	1	31	2	22	-	-	-	1	-
Sea Transport and Related Services 228	182	46	105	31	53	15	19	-	3	-	2	-	-	-
Air Transport and Related Services 60	50	10	47	10	3	-	-	-	-	-	-	-	-	-
Road Transport and Related Services 101	89	12	54	10	8	2	20	-	7	-	-	-	-	-
Post and Telecommunications 42	33	9	33	6	-	1	-	2	-	-	-	-	-	-
Banking, Finance and Insurance 1314	602	792	376	512	153	235	12	19	37	14	11	5	13	7
Police and Fire Services 10	7	3	4	3	2	-	-	-	1	-	-	-	-	-
Education 22	1	21	1	18	-	3	-	-	-	-	-	-	-	-
Medical and Health Services 43	6	37	4	29	2	7	-	1	-	-	-	-	-	-
Other Services 611	287	324	191	252	38	50	26	8	21	11	7	-	4	3
T O T A L	5036	2769	2279	1828	884	662	970	145	681	71	82	28	140	35



Table 13: Movements in Nos. Employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - April 1989

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
April 1989	5597	48.6	£182.61	10.3	£43.22

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	-	-
April 1989	129	16.5	£52.13	-	-

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
April 1989	1474	39.4	£117.90	2.2	£7.24

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	-	-
April 1989	834	20.2	£59.98	-	-

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
April 1988	115	38.6	£77.23	0.5	£1.90
October 1988	68	39.6	£80.14	1.5	£4.06
April 1989	50	40.4	£87.03	1.5	£4.89

Analysis of wkly paid employees	No.	Av. wkly hrs.	Av. wkly Engs.	Av. ov. hrs.	Av. ov. Engs.
<u>Full-time Juv.</u>					
<u>FEMALES</u>					
October 1971	261	41.3	£ 7.63	0.7	£0.19
April 1972	157	41.4	£ 8.39	1.4	£0.35
October 1972	218	40.9	£ 8.80	1.0	£0.23
October 1973	162	39.7	£10.56	0.4	£0.12
April 1974	188	37.0	£10.81	0.4	£0.18
April 1975	155	39.0	£16.19	0.6	£0.42
October 1975	181	40.8	£19.11	1.2	£0.65
April 1976	93	40.5	£18.35	1.0	£0.50
October 1977	70	40.4	£17.70	0.8	£0.60
April 1978	86	39.6	£20.63	0.4	£0.26
October 1978	85	39.6	£30.27	0.8	£0.89
April 1979	79	40.5	£29.87	0.3	£0.25
October 1979	74	38.0	£29.98	-	-
April 1980	69	37.5	£30.80	-	-
October 1980	66	38.4	£35.71	0.7	£0.76
April 1981	62	39.7	£36.26	0.5	£0.61
October 1981	51	39.0	£39.16	-	-
April 1982	56	39.6	£40.44	0.3	£0.47
October 1982	75	39.2	£44.57	0.2	£0.19
April 1983	62	38.9	£44.94	0.2	£0.23
October 1983	64	39.0	£42.65	0.3	£0.38
April 1984	26	40.0	£45.75	0.6	£0.58
October 1984	41	39.6	£50.74	0.3	£0.35
April 1985	59	38.3	£53.02	0.4	£0.49
October 1985	54	39.1	£58.71	0.7	£1.47
April 1986	56	38.7	£60.33	0.9	£2.14
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	£58.24	-	-
April 1989	44	38.5	£84.53	1.0	£3.71

- Note: (1) The No. of juveniles recorded in April 1976 has dropped since the definition of "juveniles" has been changed to cover employees under 18 years of age and not under 21 as in previous surveys.
- (2) Surveys for October 1976 and April 1977 were incomplete due to the Industrial Dispute in M.O.D.

Table 14: Average Hourly Earnings indices, full-time weekly-paid men and women  
 October 1971-April 1989 (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
April 1988	929.3	1082.8	506.9
October 1988	1005.8	1108.1	519.3
April 1989	1026.9	1131.4	529.5

Table 15: Movements in nos. employed and average earnings of all monthly-paid employees, October 1971- April 1989

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
April 1989	3517	£1157.21



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
April 1989	53	£334.72

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
April 1989	1971	£750.24

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
April 1989	249	£384.30

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
April 1989	14	£322.65

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
April 1989	32	£425.91

MONTH	Av. Hrly Engs. <sup>1.</sup> Index		I.R.P.
	A. MALES	A. FEMALES	(ALL ITEMS)
October 1971	100.0	100.0	100.0
April 1972	106.4	100.6	105.8
October 1972	120.5	116.4	110.3
October 1973	135.0	142.8	125.7
April 1974	141.1	145.9	138.0
April 1975	169.9	191.3	167.5
October 1975	180.7	191.4	175.9
April 1976	217.6	205.3	186.2
October 1977	247.0	270.4	231.1
April 1978	269.8	265.6	240.7
October 1978	391.9	412.7	262.3
April 1979	413.5	423.6	280.2
October 1979	441.0	477.6	305.2
April 1980	466.0	510.7	318.5
October 1980	529.2	597.7	332.8
April 1981	546.7	616.4	343.6
October 1981	591.2	646.1	363.6
April 1982	615.2	759.1	377.3
October 1982	650.3	695.9	391.3
April 1983	677.1	744.7	397.6
October 1983	699.6*	775.4*	411.7
April 1984	717.2	765.0	421.4
October 1984	758.5	775.5	441.8
April 1985	768.1	809.5	453.6
October 1985	797.0	829.6	459.6
April 1986	819.6	873.7	469.3
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
April 1989	1116.1	1160.0	529.5

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 - April 1989

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	£130.52 (£145.52)	695.0	470.8
April 1989	£188.84	£146.77 (£153.77)	736.4	480.1

- 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 contributi 3.

Table 18: Distribution of average annual earnings of all employees, April 1989

£ 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	52	6	46	21	3	18	31	3	28
£ 1000 - £ 1500	67	17	50	31	8	23	36	9	27
£ 1500 - £ 2000	154	30	124	31	9	22	123	21	102
£ 2000 - £ 2500	265	58	207	52	23	29	213	35	178
£ 2500 - £ 3000	309	58	251	52	24	28	257	34	223
£ 3000 - £ 4000	466	212	254	110	82	28	356	130	226
£ 4000 - £ 5000	658	485	173	235	221	14	423	264	159
£ 5000 - £ 6000	1618	1556	62	777	771	6	841	785	56
£ 6000 - £ 7000	1424	1374	50	924	918	6	500	456	44
£ 7000 - £ 8000	1728	1718	10	1216	1214	2	512	504	8
£ 8000 - £ 9000	1189	1181	8	767	767	-	422	414	8
£ 9000 - £10000	992	974	18	768	763	5	224	211	13
£10000 - £11000	685	678	7	523	520	3	162	158	4
£11000 - £12000	757	756	1	577	577	-	180	179	1
£12000 - £13000	632	631	1	520	520	-	112	111	1
£13000 - £14000	419	417	2	377	376	1	42	41	1
£14000 - £15000	446	443	3	418	417	1	28	26	2
£15000 - £20000	1559	1553	6	1439	1439	-	120	114	6
£20000 and over	554	552	2	526	526	-	28	26	2
T O T A L	13974	12699	1275	9364	9178	186	4610	3521	1089



Table 19: Average Earnings and Index, all employees 1971- April 1989

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	£9,096.31	1035.03
Apr 89	£9,593.92	1091.64

Table 20: Total Numbers Employed, October 1971 - April 1989

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	101.2
Apr 1986	11,869	103.3
Oct 1986	12,507	108.9
Apr 1987	12,819	111.6
Oct 1987	13,078	113.9
Apr 1988	12,995	113.1
Oct 1988	13,610	118.5
Apr 1989	13,974	121.7

Table 21: Nos. in employment by S.I.C. Industry Divisions, April 1989

S.I.C. INDUSTRY DIVISIONS		NOS.
0	Agriculture, Forestry and Fishing	-
1	Energy and Water Supply Industries	243
2	Manufacture of Metals, Mineral Products and Chemicals	-
3	Metal Goods, Engineering and Vehicle Industries	898
4	Other Manufacturing Industries	240
5	Construction	2032
6	Distribution, Hotels and Catering; Repairs	3126
7	Transport and Communication	698
8	Banking, Finance, Insurance, Business Services and Leasing	1394
9	Other Services	5343

## 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.