



GOVERNMENT OF GIBRALTAR

EMPLOYMENT SURVEY
REPORT
OCTOBER 1990

STATISTICS OFFICE

PREFACE

This is the forty-second Employment Survey conducted in Gibraltar and the thirty-fifth under the Statistics Ordinance (Employment Survey Order 1971) 1970.

The purpose of such surveys is to obtain up-to-date information regarding trends in employment, hours worked and earnings of all employees in Gibraltar. This information assists the Gibraltar Government with decisions on labour matters and is also useful for the compilation of National Accounts for Gibraltar.

I must record my thanks to all those employers who co-operated in this survey.

June 1991

ECONOMIC PLANNING
& STATISTICS OFFICE

GOVERNMENT STATISTICIAN

COVERAGE

1. In October 1990 all known employers were sent Employment Survey questionnaires in respect of their employees. The information received was processed manually and the response rate was generally good with only a small number of employers excluded from the final report.

SUMMARY OF THE RESULTS

1. The October 1990 Survey shows an increase in the overall level of employment from 13,843 in April 1990 to 14,219 (2.7%).
2. The main employment trends during this six-monthly period can be summarised as follows:
 - (a) The level of employment reached the 14,000 mark for the first time ever.
 - (b) Employment in the Retail Trade (Table 12) stood at 1,492 in October 1990 compared with 1,449 in April 1990 (+3%) becoming the leading private sector industry in terms of employment.
 - (c) The largest increase in numbers employed by occupation was recorded in respect of Production, Construction, etc. workers rising from 4,204 in April 1990 to 4,427 in October 1990 (+5.3%).
3. Average weekly earnings for full-time adult men increased from £187.39 in April 1990 to £197.77 in October 1990 (+5.5%) with the level of overtime hours worked falling from 7.2 in April 1990 to 6.7 in October 1990. Earnings for these male workers in the Private Sector rose by 2.6% over the period from £190.93 to £195.88 and rose by 3.5% in respect of monthly-paid male employees from £1,161.53 in April 1990 to £1,208.11 in October 1990. Average earnings for full-time monthly-paid employees in October 1990 were £1,295.47 for adult males and £864.18 for adult females.

3. APPENDIX: LIST OF TABLES

<u>TABLES</u>	<u>PAGE NO.</u>
Table 1: Analysis of the no. of employees, October 1990	1
Table 2: Nos. employed by sex, sector and nationality, all employees, October 1990	2
Table 3: Nos. employed full-time weekly by sex, sector and nationality, October 1990	2
Table 4: Nos. employed full-time monthly by sex, sector and nationality, October 1990	3
Table 5: No. of "frontier workers" by sex, sector and nationality, October 1990	4
Table 6: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult males, October 1990	5
Table 7: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, October 1990	6
Table 8: Analysis of average earnings of monthly-paid full-time adults, October 1990	7
Table 9: Analysis of average earnings and hours worked of weekly-paid part-time adults, October 1990	8
Table 10: Industry by sex and nationality - ALL EMPLOYEES, October 1990	9
Table 11: Industry by sex, sector and nationality, all employees, OFFICIAL SECTOR, October 1990	10
Table 12: Industry by sex, sector and nationality, all employees, PRIVATE SECTOR, October 1990	11
Table 13: Movements in nos. employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971- October 1990	12-17
Table 14: Average hourly earnings indices, full-time weekly-paid men and women, October 1971- October 1990	18
Table 15: Movements in nos. employed and average earnings of all monthly-paid employees, October 1971- October 1990	19-24
Table 16: Average hourly earnings, indices full-time monthly-paid men and women, October 1971- October 1990	25
Table 17: "Take-home pay", October 1972- October 1990	26
Table 18: Distribution of average annual earnings of all employees, October 1990	27
Table 19: Average Earnings and Index, all employees 1971- Oct 90	28
Table 20: Total No. employed, October 1971- October 1990	29
Table 21: Nos. in employment by S.L.C. Industry Divisions, Oct 1990	30
Definitions	31

Table 1 : Analysis of the number of employees, October 1990

	Analysis of Employees	TOTAL	Full-time	Part-time
	All Employees	14219	12586	1633
Sex	Male	9314	8956	358
	Female	4905	3630	1275
Sector	Official	5798	5340	458
	Private	8421	7246	1175
Nationality	Gibraltarian	9327	7981	1346
	U.K.	1952	1764	188
	Moroccan	1772	1720	52
	Spanish	731	707	24
	Other EEC	222	212	10
	Other	215	202	13
Industry	Electricity Supply	183	182	1
	Water Supply	77	77	-
	Shipbuilding etc.	579	574	5
	Other Manufacture	308	281	27
	Construction	2193	2169	24
	Wholesale Trade	692	593	99
	Retail Trade	1583	1162	421
	Hotel Trade	412	405	7
	Restaurants, Bars etc.	337	295	42
	Repairs of Consumer Goods	158	142	16
	Sea Transport and Related Services	242	224	18
	Air Transport and Related Services	72	72	-
	Road Transport and Related Services	116	98	18
	Post and Telecommunications	222	213	9
	Banking, Finance and Insurance	1409	1301	108
	Public Administration and National Defence	2635	2487	148
	Police and Fire Services	368	361	7
	Sanitary Services	152	152	-
	Education	607	411	196
	Medical and Health Services	649	553	96
	Other Services	1225	834	391
Occupation	Prof, Tech and Rel. Admin and Manag.	1703	1495	208
	Clerical and Related	1046	1010	36
	Sales Workers	3223	2930	293
	Services Workers	1141	822	319
	Prod, Constr, etc. Workers	2679	2027	652
		4427	4302	125

Table 2: Nos. employed by sex, sector and nationality, all employees, October 1990

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	9327	5623	3704	4733	2962	1771	4594	2661	1933
U.K.	1952	1116	836	315	205	110	1637	911	726
Moroccan	1772	1602	170	705	681	24	1067	921	146
Spanish	731	647	84	8	8	-	723	639	84
Other EEC	222	158	64	30	24	6	192	134	58
Other	215	168	47	7	6	1	208	162	46
T O T A L	14219	9314	4905	5798	3886	1912	8421	5428	2993

Table 3: Nos. employed full-time weekly, by sex, sector and nationality, October 1990

FULL-TIME WEEKLY EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	3375	2427	948	1672	1322	350	1703	1105	598
U.K.	829	550	279	46	27	19	783	523	260
Moroccan	1652	1528	124	667	646	21	985	882	103
Spanish	603	550	53	8	8	-	595	542	53
Other EEC	116	86	30	28	24	4	88	62	26
Other	60	55	5	7	6	1	53	49	4
T O T A L	6635	5196	1439	2428	2033	395	4207	3163	1044

Table 4: Nos. employed full-time monthly by sex, sector and nationality, October 1990

FULL-TIME MONTHLY EMPLOYEES	T O T A L						OFFICIAL			PRIVATE		
	Total	Male		Female		Total	Male	Female	Total	Male	Female	
<u>NATIONALITY</u>												
Gibraltarian	4606	2890	1716	2632	1626	1006	1974	1264	710			
U.K.	935	532	403	245	176	69	690	356	334			
Moroccan	68	62	6	35	35	-	33	27	6			
Spanish	104	93	11	-	-	-	104	93	11			
Other EEC	96	71	25	-	-	-	96	71	25			
Other	142	112	30	-	-	-	142	112	30			
T O T A L	5951	3760	2191	2912	1837	1075	3039	1923	1116			

Table 5: No. of "Frontier Workers" by sex, sector and nationality, October 1990

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
<u>NATIONALITY</u>										
Gibraltarian	113	60	53	11	10	1	102	50	52	
U.K.	591	332	259	2	1	1	589	331	258	
Moroccan	16	12	4	1	1	-	15	11	4	
Spanish	598	535	63	-	-	-	598	535	63	
Other EEC	50	36	14	-	-	-	50	36	14	
Other	12	5	7	-	-	-	12	5	7	
TOTAL	1380	980	400	14	12	2	1366	968	398	

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 1990

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult males		5149	46.8	197.77	6.7	39.02
Sector	Official	2032	48.1	200.75	9.0	50.51
	Private	3117	44.3	195.88	5.3	31.72
Nationality	Gibraltarian	2391	46.5	205.19	7.5	44.05
	U.K.	540	45.4	208.23	5.8	34.99
	Moroccan	1528	45.1	176.74	6.8	37.14
	Spanish	549	46.1	199.46	2.9	17.78
	Other EEC	86	49.4	241.33	8.9	60.68
	Other	55	50.9	219.83	11.6	77.06
Industry	Electricity Supply	86	53.4	254.21	14.3	84.14
	Water Supply	36	59.4	273.74	20.4	128.39
	Shipbuilding etc.	348	48.0	262.50	9.2	66.68
	Other Manufacture	181	47.5	219.25	10.6	67.94
	Construction	1783	46.6	216.74	7.4	44.45
	Wholesale Trade	308	41.9	167.48	4.6	25.54
	Retail Trade	381	40.7	152.21	2.0	10.00
	Hotel Trade	201	42.6	138.46	4.2	18.07
	Restaurants, Bars etc.	134	40.0	126.55	1.5	5.87
	Repairs of Consumer Goods	104	41.8	161.46	2.3	15.04
	Sea transport and Related Services	76	49.3	227.03	11.0	55.92
	Air transport and Related Services	24	58.8	265.16	18.9	93.03
	Road transport and Related Services	78	39.5	154.44	0.9	4.52
	Post and Telecommunications	6	38.7	143.84	-	-
	Banking, Finance and Insurance	47	39.4	193.61	1.2	6.31
	Public Administration and National Defence	912	46.0	182.84	7.0	35.56
	Police and Fire Services	10	40.7	141.69	0.8	5.05
	Sanitary Services	147	58.0	225.00	12.9	69.75
	Education	22	48.0	211.51	9.5	66.09
	Medical and Health Services	40	49.5	196.55	8.6	45.39
Other Services	225	42.1	163.43	3.4	16.73	
Occupation Group	Prof, Tech and Rel. Admin and Manag.	121	46.0	254.85	7.7	56.96
	Clerical and Related	151	40.7	201.48	1.1	6.48
	Sales Workers	346	41.5	163.09	2.8	16.08
	Services Workers	305	40.1	149.07	1.4	6.31
	Prod, Constr, etc. workers	531	43.6	151.51	4.6	22.62
		3695	47.1	209.74	8.0	46.99

Table 7: Analysis of average earnings, hours worked and overtime of weekly-paid full-time adult females, October 1990

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult females		1392	38.8	132.65	1.3	6.48
COI	Official	393	40.8	143.28	2.4	12.76
	Private	999	38.0	128.64	0.9	4.11
NAT	Gibraltarian	907	38.7	136.76	1.4	7.20
	U.K.	273	38.5	130.27	0.8	3.96
	Moroccan	124	38.9	115.42	1.4	5.68
	Spanish	53	37.8	115.12	0.8	3.41
	Other EEC	30	42.2	136.23	3.5	17.64
	Other	5	40.8	124.16	-	-
	Electricity Supply	-	-	-	-	-
	Water Supply	-	-	-	-	-
	Shipbuilding etc.	12	40.7	173.66	1.5	10.85
	Other Manufacture	44	37.9	145.75	1.0	5.56
	Construction	41	39.9	160.20	2.1	10.56
	Wholesale Trade	46	36.5	131.55	0.7	3.04
	Retail Trade	401	38.5	127.34	0.7	2.92
	Hotel Trade	148	38.9	114.59	1.2	6.10
	Restaurants, Bars etc.	119	37.3	109.98	0.6	2.18
	Repairs of Consumer Goods	6	38.3	159.33	-	-
	Sea Transport and Related Services	6	46.5	157.37	9.8	33.03
	Air Transport and Related Services	11	45.9	194.41	8.2	32.19
	Road Transport and Related Services	6	34.5	99.88	-	-
	Post and Telecommunications	4	26.5	94.51	1.5	6.95
	Banking, Finance and Insurance	80	35.6	157.53	0.3	1.72
	Public Administration and National Defence	245	39.6	138.53	1.4	7.43
	Police and Fire Services	10	37.9	115.86	0.8	3.76
	Sanitary Services	-	-	-	-	-
	Education	12	41.6	149.55	2.6	13.61
	Medical and Health Services	79	44.4	161.09	6.0	33.33
	Other Services	122	37.8	125.58	1.0	3.50
OCC	Prof, Tech and Rel. Admin and Manag.	22	35.6	153.78	0.2	1.55
	Clerical and Related	46	38.8	165.24	0.2	0.51
	Sales Workers	313	37.1	143.54	0.7	3.82
	Services Workers	295	38.3	119.86	0.6	2.72
	Prod, Constr, etc. workers	623	39.7	128.56	2.0	9.81
		93	40.0	144.39	2.1	9.56

Table 8 : Analysis of average earnings of monthly-paid full-time adults,
October 1990

		ADULT MALES		ADULT FEMALES	
		No.	Av. Engrs.	No.	Av. Engrs.
Full-time adults		3640	1295.47	2161	864.18
Sector	Official	1835	1389.42	1066	963.98
	Private	1805	1208.11	1095	771.42
Nationality	Gibraltar	2770	1299.86	1688	867.00
	U.K.	532	1437.72	401	881.32
	Moroccan	62	1139.23	6	400.97
	Spanish	93	1099.18	11	685.35
	Other EEC	71	1725.00	25	872.90
	Other	112	663.40	30	643.28
	Electricity Supply	92	1513.24	4	717.74
	Water Supply	40	1483.47	1	*
	Shipbuilding etc.	191	1418.12	21	944.56
	Other Manufacture	43	1393.39	12	1003.86
	Construction	267	1112.67	66	765.50
	Wholesale Trade	177	1368.34	52	786.22
	Retail Trade	260	875.20	79	657.53
	Hotel Trade	32	1134.62	18	799.75
	Restaurants, Bars etc.	30	775.66	10	745.11
	Repairs of Consumer Goods	19	856.32	10	698.74
	Sea Transport and Related Services	117	1159.41	22	700.49
	Air Transport and Related Services	32	1154.01	5	909.30
	Road Transport and Related Services	11	900.83	2	531.86
	Post and Telecommunications	158	1301.90	44	914.23
	Banking, Finance and Insurance	485	1389.27	657	773.19
	Public Administration and National Defence	836	1366.01	484	806.24
	Police and Fire Services	311	1465.82	30	1110.93
	Sanitary Services	5	1716.20	-	-
	Education	163	1378.49	214	1148.86
	Medical and Health Services	156	1555.85	277	1088.90
	Other Services	215	944.60	153	764.45
	Prof, Tech and Rel. Admin and Manag.	668	1567.65	145	1132.07
	Clerical and Related	845	1026.84	1367	1015.41
	Sales Workers	140	904.46	47	762.42
	Services Workers	671	1295.89	79	632.16
	Prod, Constr, etc. workers	469	1225.42	21	859.12
				21	906.53

* Publication not allowed under Statistics Ordinance.

Table 9 : Analysis of average earnings and hours worked of weekly-paid part-time adults, October 1990

		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly Eng.	No.	Av. wkly hrs.	Av. wkly Eng.
All part-time adults		120	18.6	59.38	946	20.8	70.92
Sector	Official	3	27.2	95.88	310	21.5	73.84
	Private	117	18.4	58.40	636	20.5	69.74
Nationality	Gibraltarian	87	17.8	60.42	776	21.2	73.18
	U.K.	20	19.5	55.68	104	20.4	66.77
	Moroccan	10	21.3	52.08	34	15.4	45.77
	Spanish	3	26.8	77.06	20	14.9	44.67
	Other EEC	-	-	-	8	25.3	91.03
	Other	-	-	-	4	15.5	59.73
Industry	Electricity Supply	1	*	*	-	-	-
	Water Supply	-	-	-	-	-	-
	Shipbuilding etc.	-	-	-	4	20.8	93.00
	Other Manufacture	3	19.8	95.66	11	23.5	71.09
	Construction	1	*	*	13	20.6	74.84
	Wholesale Trade	13	17.4	56.75	52	16.5	56.36
	Retail Trade	30	17.9	53.81	321	20.9	64.92
	Hotel Trade	1	*	*	4	12.4	39.01
	Restaurants, Bars etc.	5	16.6	44.94	31	15.1	44.71
	Repairs of Consumer Goods	5	33.0	85.98	10	21.4	81.54
	Sea Transport and Related Services	1	*	*	6	21.4	54.21
	Air Transport and Related Services	-	-	-	-	-	-
	Road Transport and Related Services	13	17.2	49.58	1	*	*
	Post and Telecommunications	-	-	-	8	21.0	71.48
	Banking, Finance and Insurance	6	24.3	83.69	48	16.8	62.10
	Public Administration and National Defence	1	*	*	133	21.5	74.83
	Police and Fire Services	-	-	-	5	24.3	82.99
	Sanitary Services	-	-	-	-	-	-
	Education	1	*	*	127	20.8	71.51
	Medical and Health Services	3	4.0	30.00	16	20.5	78.04
	Other Services	36	18.7	57.61	156	23.8	92.05
	Group	Prof, Tech and Rel. Admin and Manag.	12	7.8	32.54	58	27.8
Clerical and Related		3	26.7	100.35	10	18.5	93.21
Sales Workers		18	19.2	63.35	125	21.0	76.66
Services Workers		19	20.1	63.96	248	20.7	66.10
Prod, Constr, etc. workers		19	23.4	66.55	141	20.0	67.43
		49	18.2	57.29	64	18.0	57.91

* Publication not allowed under Statistics Ordinance.

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	179	4	143	4	5	-	28	-	3	-	-	-	-
Water Supply	76	1	68	1	2	-	5	-	-	-	1	-	-	-
Shipbuilding etc.	541	38	360	30	47	3	51	2	65	2	18	1	-	-
Other Manufacture	229	79	103	57	22	18	66	1	10	3	26	-	2	-
Construction	2065	128	687	82	409	36	577	3	329	37	37	5	26	-
Wholesale Trade	516	176	308	145	48	21	112	4	34	1	12	2	2	1
Retail Trade	705	878	322	621	145	201	78	14	55	15	2	7	103	3
Hotel Trade	240	172	52	39	16	35	132	56	27	22	8	18	5	20
Restaurants. Bars etc.	173	164	35	24	32	91	63	34	27	8	6	5	10	2
Repairs of Consumer Goods	131	27	66	22	11	3	33	2	20	-	-	-	1	-
Sea Transport and Related Services	198	44	164	39	17	3	14	2	1	-	2	-	-	-
Air Transport and Related Services	56	16	54	15	1	1	-	-	1	-	-	-	-	-
Road Transport and Related Services	106	10	71	10	10	-	17	-	9	-	-	-	-	-
Post and Telecomms.	165	57	162	53	2	2	-	2	-	-	-	-	-	-
Banking, Finance and Insurance	553	856	332	554	168	261	5	9	17	8	17	12	14	12
Public Administration and National Defence	1750	885	1383	842	100	24	254	15	-	-	13	4	-	-
Police and Fire Services	321	47	269	41	16	4	36	2	-	-	-	-	-	-
Sanitary Services	152	-	90	-	-	-	55	-	3	-	4	-	-	-
Education	198	409	196	405	1	3	1	1	-	-	-	-	-	-
Medical and Health Services	201	448	174	385	24	55	3	6	-	-	-	-	-	-
Other Services	759	466	584	335	40	75	72	17	47	24	12	2	4	7
T O T A L	9314	4905	5623	3704	1116	836	1602	170	647	84	158	64	168	47

Table 11: Industry by sex, sector and nationality, all employees OFFICIAL SECTOR, October 1990

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	171	4	139	4	1	-	28	-	3	-	-	-	-
Water Supply	76	1	68	1	2	-	5	-	-	-	1	-	-	-
Construction	881	51	534	50	55	-	282	1	2	-	8	-	-	-
Retail Trade	23	68	6	28	10	37	1	1	-	-	-	1	6	1
Sea Transport and Related Services	68	7	67	7	1	-	-	-	-	-	-	-	-	-
Post and Telecomms.	45	36	45	36	-	-	-	-	-	-	-	-	-	-
Public Administration and National Defence	1750	885	1383	842	100	24	254	15	-	-	13	4	-	-
Police and Fire Services	314	45	266	40	12	3	36	2	-	-	-	-	-	-
Sanitary Services	112	-	55	-	-	-	52	-	3	-	2	-	-	-
Education	197	386	195	385	1	-	1	1	-	-	-	-	-	-
Medical and Health Services	195	415	171	364	21	46	3	4	-	-	-	1	-	-
Other Services	54	14	33	14	2	-	19	-	-	-	-	-	-	-
TOTAL	3886	1912	2962	1771	205	110	681	24	8	-	24	6	6	1

Table 12: Industry by sex, sector and nationality, All Employees, PRIVATE SECTOR, October 1990

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
	Electricity Supply	8	-	4	-	4	-	-	-	-	-	-	-	-
Shipbuilding etc.	541	38	360	30	47	3	51	2	65	2	18	1	-	-
Other Manufacture	229	79	103	57	22	18	66	1	10	3	26	-	-	-
Construction	1184	77	153	32	354	36	295	2	327	1	29	5	2	2
Wholesale Trade	516	176	308	145	48	21	112	4	34	1	12	2	26	1
Retail Trade	682	810	316	593	135	164	77	13	55	15	2	6	2	3
Hotel Trade	240	172	52	39	16	35	132	56	27	22	8	18	97	19
Restaurants, Bars etc.	173	164	35	24	32	91	63	34	27	8	6	5	10	2
Repairs of Consumer Goods	131	27	66	22	11	3	33	2	20	-	-	-	1	-
Sea Transport and Related Services	130	37	97	32	16	3	14	2	1	-	2	-	-	-
Air Transport and Related Services	56	16	54	15	1	1	-	-	1	-	-	-	-	-
Road Transport and Related Services	106	10	71	10	10	-	17	-	8	-	-	-	-	-
Post and Telecommunications	120	21	117	17	2	2	-	2	-	-	-	-	1	-
Banking, Finance and Insurance	553	856	332	554	168	261	5	9	17	8	17	12	14	12
Police and Fire Services	7	2	3	1	4	1	-	-	-	-	-	-	-	-
Sanitary Services	40	-	35	-	-	-	3	-	-	-	-	-	-	-
Education	1	23	1	20	-	3	-	-	-	-	-	-	-	-
Medical and Health Services	6	33	3	21	3	9	-	2	-	-	-	1	-	-
Other Services	705	452	551	321	38	75	53	17	47	24	12	8	4	7
TOTAL	5428	2993	2661	1933	911	726	921	146	639	84	134	58	162	46

Table 13: Movements in Nos. Employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - Oct. 1990

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
October 1989	5232	47.7	£186.45	8.8	£35.85
April 1990	4950	46.1	£187.39	7.2	£39.62
October 1990	5149	46.8	£197.77	6.7	£39.02

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	-	-
October 1989	123	16.8	£53.69	-	-
April 1990	105	16.3	£52.71	-	-
October 1990	120	18.6	£50.38	-	-

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
October 1989	1410	40.1	£124.25	2.4	£7.50
April 1990	1420	38.5	£127.56	1.4	£6.45
October 1990	1392	38.8	£132.65	1.3	£6.48

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	-	-
October 1989	934	19.7	£59.83	-	-
April 1990	876	20.0	£64.52	-	-
October 1990	946	20.8	£70.92	-	-

Analysis of wkly paid employees	No.	Av. wkly hrs.	Av. wkly Enqs.	Av. ov. hrs.	Av. ov. Enqs.
<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	£87.93	1.5	£4.89
October 1989	54	39.1	£85.31	0.3	£0.85
April 1990	46	38.5	£83.68	0.6	£1.97
October 1990	47	39.2	£87.70	0.7	£2.65

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	£69.24	-	-
April 1989	44	38.5	£84.53	1.0	£3.71
October 1989	36	38.1	£82.28	0.4	£1.26
April 1990	39	38.3	£89.00	0.6	£2.04
October 1990	47	39.0	£91.13	1.0	£3.58

- 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 1990 (October 1971 = 100.00)

MONTH	Av. Hrly Eings. 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	1191.4	529.5
October 1989	1068.3	1223.3	542.7
April 1990	1110.9	1287.5	561.6
October 1990	1154.9	1349.7	578.0

Table 15: Movements in nos. employed and average earnings of all monthly-paid employees, October 1971-October 1990

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	£197.14
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
October 1989	3511	£1187.64
April 1990	3624	£1252.01
October 1990	3640	£1295.47

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
October 1989	61	£335.73
April 1990	207	£258.36
October 1990	226	£288.79

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
October 1989	2064	£776.57
April 1990	2116	£818.98
October 1990	2161	£864.18

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	247	£384.30
October 1989	242	£389.21
April 1990	281	£434.73
October 1990	313	£451.53

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
October 1989	88	£239.94
April 1990	78	£262.67
October 1990	120	£228.31

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
October 1989	90	£281.78
April 1990	72	£302.78
October 1990	30	£457.05

Table 16: Average Hourly Earnings - Indices, full-time monthly-paid men and women
 October 1971- Oct 1990 (October 1971 = 100.00)

MONTH	Av. Hrly Engs. ^{1.} Index		I.R.P.
	A. MALES	A. FEMALES	(ALL ITEMS)
October 1971	100.0	100.0	100.0
April 1972	106.4	100.6	105.8
October 1972	120.5	116.4	110.3
October 1973	135.0	142.8	125.7
April 1974	141.1	145.9	138.0
April 1975	169.9	191.3	167.5
October 1975	180.7	191.4	175.9
April 1976	217.6	205.3	186.2
October 1977	247.0	270.4	231.1
April 1978	269.8	265.6	240.7
October 1978	391.9	412.7	262.3
April 1979	413.5	423.6	280.2
October 1979	441.0	477.6	305.2
April 1980	466.0	510.7	318.5
October 1980	529.2	597.7	332.8
April 1981	546.7	616.4	343.6
October 1981	591.2	646.1	363.6
April 1982	615.2	759.1	377.3
October 1982	650.3	695.9	391.3
April 1983	677.1	744.7	397.6
October 1983	699.6*	775.4*	411.7
April 1984	717.2	765.0	421.4
October 1984	758.5	775.5	441.8
April 1985	768.1	809.5	453.6
October 1985	797.0	829.6	459.6
April 1986	819.6	873.7	469.3
October 1986	839.8	881.8	476.7
April 1987	910.0	987.4	491.7
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
October 1989	1140.7	1200.7	542.7
April 1990	1207.6	1266.3	561.6
October 1990	1249.5	1336.2	578.0

1. A 40 hour week is assumed for monthly-paid employees from October 1971 to Oct. 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 1990

Month	Av. wkly engs ¹	Net take-home pay ²	Index ²	Net take-home pay ³	Index ³	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	£138.52 (£145.52)	695.0	-	-	470.8
April 1989	£188.84	£146.77 (£153.77)	736.4	-	-	480.1
October 1989	£193.11	£149.62 (£156.62)	750.73	-	-	492.0
April 1990	£193.50	£148.79 (£156.39)	746.56	-	-	509.2
October 1990	£205.19	£160.62 (£168.22)	805.92	£193.74 (£201.34)	100.0 (190.0)	524.1

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. After deduction of income tax and social insurance, Home Purchase Allowance £5,000 and £35,000 Endowment Policy. Figures in brackets adjusted for family allowances.
4. 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 1990

£ 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	55	12	43	24	6	18	31	6	25
£ 1000 - £ 1500	65	13	52	25	7	18	40	6	34
£ 1500 - £ 2000	144	22	122	34	7	27	110	15	95
£ 2000 - £ 2500	195	19	176	27	11	16	168	8	160
£ 2500 - £ 3000	464	201	263	339	169	170	125	32	93
£ 3000 - £ 4000	549	126	423	95	54	41	454	72	382
£ 4000 - £ 5000	500	297	203	177	150	27	323	147	176
£ 5000 - £ 6000	883	778	105	324	317	7	559	461	98
£ 6000 - £ 7000	1444	1370	74	815	810	5	629	560	69
£ 7000 - £ 8000	1220	1179	41	775	766	9	445	413	32
£ 8000 - £ 9000	1310	1267	43	906	900	6	404	367	37
£ 9000 - £10000	1360	1309	51	806	800	6	554	509	45
£10000 - £11000	748	738	10	512	512	-	236	226	10
£11000 - £12000	626	617	9	473	472	1	153	145	8
£12000 - £13000	679	677	2	510	509	1	169	168	1
£13000 - £14000	583	581	2	450	450	-	133	131	2
£14000 - £15000	553	550	3	466	465	1	87	85	2
£15000 - £20000	1880	1872	8	1666	1663	3	214	209	5
£20000 and over	961	958	3	890	888	2	71	70	1
T O T A L	14219	12586	1633	9314	8956	358	4905	3630	1275

Table 19: Average Earnings and Index, all employees 1971- October 1990

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
Oct 89	£9,797.68	1114.82
Apr 90	£10,073.99	1146.26
Oct 90	£10,505.23	1195.33

Table 20: Total Numbers Employed, October 1971 - October 1990

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
Oct 1989	13,880	120.9
Apr 1990	13,843	120.6
Oct 1990	14,219	123.9

Table 21: Nos. in employment by S.I.C. Industry Divisions, October 1990

S.I.C. INDUSTRY DIVISIONS		NOS.
0	Agriculture, Forestry and Fishing	-
1	Energy and Water Supply Industries	260
2	Manufacture of Metals, Mineral Products and Chemicals	-
3	Metal Goods, Engineering and Vehicle Industries	579
4	Other Manufacturing Industries	308
5	Construction	2193
6	Distribution, Hotels and Catering; Repairs	3182
7	Transport and Communication	652
8	Banking, Finance, Insurance, Business Services and Leasing	1409
9	Other Services	5636

Definitions

- (i) "Official Employers" - The Gibraltar Government, Ministry of Defence (MOD) and the Department of the Environment (DOE).
- (ii) "Frontier Worker" - An employee who is normally resident in Spain and is employed in Gibraltar.
- (iii) "Juvenile" - A person under 18 years of age.
- (iv) The definition of "part-time" was generally left to the discretion of the employers.
- (v) Industries have been classified according to International Standard Industrial Classifications (I.S.I.C.)
- (vi) "Overtime" - Work outside normal hours.
- (vii) "Actual overtime hours" - Some establishments show overtime hours in terms of equivalent paid hours. The actual overtime hours worked and not the equivalent hours are recorded in this report.
- (viii) Occupations have been classified according to the International Standard Classification of Occupations (I.S.C.O.) on the lines of the Classification set up for 1970 Census of Gibraltar. For the purpose of this report, occupations are grouped into six major categories.
- (ix) Abbreviations:-
 - None, Hrs - Hours, Wkly - Weekly, Mthly - Monthly, M - Male, F - Female, Ov - Overtime, Oct. - October, Apr. - April, F-Time - Full time, P-Time - Part time, Av - Average, Engs. - Earnings, I.R.P. - Index of Retail Prices.
 - Other Manuf - Other Manufacture.
 - Bldg. & Constr. - Building and Construction.
 - W/Sale Trade - Wholesale Trade.
 - Hotels etc - Hotels, Restaurants, Bars etc.
 - Sea Transport and rel services - Sea Transport and related services.
 - P. & Telecomms. - Posts and Telecommunications.
 - Fin. Services - Financial Services.
 - Public Admin. - Public Administration.
 - Prod, Constr - Production, Construction.
 - Prof, Tech & Rel - Professional, Technical and Related Workers.