



GOVERNMENT OF GIBRALTAR

EMPLOYMENT SURVEY
REPORT
APRIL 1992

STATISTICS OFFI

PREFACE

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

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

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

JANUARY 1993

STATISTICS OFFICE

GOVERNMENT STATISTICIAN

COVERAGE

1. In April 1992 all known employers were sent Employment Survey questionnaires in respect of their employees. The information received was processed through computer 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 April 1992 Survey shows a slight decrease in the overall level of employment from 15,098 in October 1991 to 14,710 (-2.6%).
2. The main employment trends during this six-monthly period can be summarised as follows:
 - (a) Though the level of employment fell below the 15,000 mark the decrease was slight.
 - (b) Employment in the Construction Industry (Table 12) stood at 2,363 in April 1992 compared with 2,541 in October 1991 (-7%) but still remained the leading private sector industry in terms of employment.
 - (c) The largest percentage increase in numbers employed by occupational group was recorded in respect of Admin and Managerial workers rising from 1,284 in October 1991 to 1,339 in April 1992 (+4.3%).
3. Average weekly earnings for full-time adult men decreased from £224.54 in October 1991 to £218.59 in April 1992 (-2.6%) with the level of overtime hours worked decreasing from 7.6 in October 1991 to 6.0 in April 1992. This drop is mainly due to a decrease in overtime earnings. The basic rate per hour has increased by 2.2% from October 1991 to April 1992.

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Earnings for these male workers in the Private Sector marginally rose by 0.1% over the period from £218.40 to £218.66 and rose by 3.2% in respect of monthly-paid male employees from £1,311.73 in October 1991 to £1,353.25 in April 1992. Average earnings for full-time monthly-paid employees in April 1992 were £1,464.86 for adult males and £984.70 for adult females.

Table 1 : Analysis of the number of employees, April 1992.

Analysis of Employees		T O T A L	Full-Time	Part-Time
All Employees		14,710	12,948	1,762
Sex	Male	9,890	9,384	506
	Female	4,820	3,564	1,256
Sector	Official	4,989	4,566	423
	Private	9,721	8,382	1,339
Nationality	Gibraltarian	9,047	7,562	1,485
	U.K.	1,960	1,822	138
	Moroccan	1,711	1,655	56
	Spanish	1,052	1,012	40
	Other EEC	675	666	9
	Other	265	231	34
Industry	Electricity Supply	161	161	-
	Water Supply	145	145	-
	Shipbuilding etc.	160	158	2
	Other Manufacture	346	335	11
	Construction	3,189	3,158	31
	Wholesale Trade	727	603	124
	Retail Trade	1,592	1,159	433
	Hotel Trade	355	338	17
	Restaurants, Bars etc.	305	261	44
	Repairs of Consumer Goods	213	197	16
	Sea Transport and Related Services	257	243	14
	Air Transport and Related Services	78	78	-
	Road Transport and Related Services	129	113	16
	Post and Telecommunications	218	207	11
	Banking, Finance and Insurance	1,476	1,387	89
	Public Administration and National Defence	2,288	2,153	135
	Police and Fire Services	403	397	6
	Sanitary Services	154	151	3
	Education	662	454	208
	Medical and Health Services	646	562	84
Other Services	1,206	688	518	
Occupation	Prof, Tech and Rel. Admin and Manag.	1,746	1,544	202
	Clerical and Related	1,339	1,257	82
	Sales Workers	3,269	2,937	332
	Services Workers	939	632	307
	Prod, Constr, etc. Workers	2,460	1,702	758
		4,957	4,876	81

Table 2: Nos. employed by sex, sector and nationality, all employees, April 1992

ALL EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	9,047	5,336	3,711	4,078	2,494	1,584	4,969	2,842	2,127
U.K.	1,960	1,253	707	318	207	111	1,642	1,046	596
Moroccan	1,711	1,549	162	543	525	18	1,168	1,024	144
Spanish	1,052	943	109	22	19	3	1,030	924	106
Other EEC	675	591	84	22	19	3	653	572	81
Other	265	218	47	6	5	1	259	213	46
TOTAL	14,710	9,890	4,820	4,989	3,269	1,720	9,721	6,621	3,100

Table 3: Nos. employed full-time weekly, by sex, sector and nationality, April 1992

FULL-TIME WEEKLY EMPLOYEES	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<u>NATIONALITY</u>									
Gibraltarian	2,969	2,122	847	1,251	978	273	1,718	1,144	574
U.K.	906	680	226	34	23	11	872	657	215
Moroccan	1,622	1,503	119	542	525	17	1,080	978	102
Spanish	906	852	54	22	19	3	884	833	51
Other EEC	180	149	31	20	19	1	160	130	30
Other	87	77	10	6	5	1	81	72	9
TOTAL	6,670	5,383	1,287	1,875	1,569	306	4,795	3,814	981

Table 4: Nos. employed full-time monthly by sex, sector and nationality, April 1992

FULL-TIME MONTHLY EMPLOYEES	T O T A L			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	<u>NATIONALITY</u>								
Gibraltarian	4,593	2,769	1,824	2,422	1,490	932	2,171	1,279	892
U.K.	916	550	366	269	184	85	647	366	281
Moroccan	33	26	7	-	-	-	33	26	7
Spanish	106	85	21	-	-	-	106	85	21
Other EEC	486	442	44	-	-	-	486	442	44
Other	144	129	15	-	-	-	144	129	15
T O T A L	6,278	4,001	2,277	2,691	1,674	1,017	3,587	2,327	1,260

Table 5: No. of "Frontier Workers" by sex, sector and nationality, April 1992

ALL EMPLOYEES NATIONALITY	TOTAL			OFFICIAL			PRIVATE		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Gibraltar	110	53	57	11	10	1	99	43	56
U.K.	773	530	243	1	-	1	772	530	242
Moroccan	5	5	-	-	-	-	5	5	-
Spanish	942	850	92	1	-	1	941	850	91
Other EEC	94	73	21	-	-	-	94	73	21
Other	12	9	3	-	-	-	12	9	3
TOTAL	1,936	1,520	416	13	10	3	1,923	1,510	413

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 1992.

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult males		5,325	44.9	218.59	6.0	38.26
Sector	Official	1,569	47.7	218.39	8.8	53.80
	Private	3,756	43.7	218.66	4.8	31.76
Nationality	Gibraltarian	2,090	47.0	231.92	7.8	49.25
	U.K.	677	44.4	248.07	5.1	34.58
	Moroccan	1,503	43.4	182.78	5.2	30.52
	Spanish	849	41.8	208.87	2.9	19.16
	Other EEC	129	48.2	284.70	5.8	62.65
	Other	77	50.1	267.84	11.5	85.06
Industry	Electricity Supply	72	48.7	255.45	9.6	65.48
	Water Supply	59	49.8	228.08	13.6	78.94
	Shipbuilding etc.	99	45.5	241.84	6.8	49.18
	Other Manufacture	213	46.5	260.44	9.8	58.72
	Construction	2,323	45.5	239.62	7.0	47.91
	Wholesale Trade	302	42.8	205.57	4.9	35.07
	Retail Trade	408	40.9	172.72	1.7	7.61
	Hotel Trade	163	42.7	152.24	4.2	21.34
	Restaurants, Bars etc.	105	39.8	179.62	1.3	5.71
	Repairs of Consumer Goods	127	40.7	203.49	0.8	5.23
	Sea Transport and Related Services	79	52.4	280.32	13.0	82.39
	Air Transport and Related Services	25	50.9	252.52	12.2	44.95
	Road Transport and Related Services	86	43.8	203.17	5.2	26.15
	Post and Telecommunications	5	41.4	174.80	1.8	9.27
	Banking, Finance and Insurance	40	39.2	206.32	1.1	5.50
	Public Administration and National Defence	786	44.7	191.71	5.7	31.73
	Police and Fire Services	17	39.9	142.37	-	-
	Sanitary Services	143	54.9	236.45	6.2	34.57
	Education	21	48.3	213.62	10.2	60.77
	Medical and Health Services	42	51.2	214.61	8.8	49.76
Other Services	210	42.0	182.41	3.0	16.28	
Occupation Group	Prof, Tech and Rel.	128	44.4	317.66	7.3	60.28
	Admin and Manag.	216	38.8	245.41	0.5	3.37
	Clerical and Related	350	42.7	189.82	3.7	20.12
	Sales Workers	191	40.4	162.43	1.8	6.94
	Services Workers	435	44.6	173.64	5.1	27.36
	Prod, Constr, etc. workers	4,005	45.7	224.29	6.8	43.61

Table 7: Analysis of average earnings, hours worked and overtime of weekly paid full time adult females, April 1992.

		No.	Av. wkly hrs.	Av. wkly engs.	Av. Ov. hrs.	Av. Ov. engs.
All full-time adult females		1,267	38.7	154.03	1.3	7.17
Sector	Official	306	41.1	157.00	2.8	15.28
	Private	961	37.9	153.06	0.8	4.52
Nationality	Gibraltarian	834	38.8	157.16	1.5	8.11
	U.K.	220	37.5	158.96	0.7	3.61
	Moroccan	119	40.0	131.58	1.5	7.73
	Spanish	53	39.7	142.40	0.5	2.54
	Other EEC	31	39.4	142.24	1.8	10.92
	Other	10	37.8	137.59	2.2	13.30
Industry	Electricity Supply	-	-	-	-	-
	Water Supply	-	-	-	-	-
	Shipbuilding etc.	8	42.2	179.53	2.3	18.28
	Other Manufacture	53	37.3	159.02	0.5	3.22
	Construction	66	36.8	213.74	1.6	10.74
	Wholesale Trade	47	34.4	146.90	0.2	1.33
	Retail Trade	368	38.5	142.79	0.8	3.74
	Hotel Trade	110	39.4	124.26	1.0	4.78
	Restaurants, Bars etc.	100	36.4	139.65	0.3	1.54
	Repairs of Consumer Goods	7	39.6	186.07	0.4	2.64
	Sea Transport and Related Services	4	38.0	150.56	-	-
	Air Transport and Related Services	10	49.5	214.70	11.8	48.43
	Road Transport and Related Services	1	*	*	*	*
	Post and Telecommunications	3	32.3	123.72	2.3	7.75
	Banking, Finance and Insurance	84	36.0	194.89	-	-
	Public Administration and National Defence	194	39.8	151.76	1.8	9.69
	Police and Fire Services	6	41.1	137.12	1.2	6.04
	Sanitary Services	-	-	-	-	-
	Education	11	39.1	148.91	0.9	4.87
	Medical and Health Services	70	45.7	178.30	7.0	37.53
Other Services	125	38.7	151.35	0.8	5.77	
Occupation Group	Prof, Tech and Rel.	20	37.4	172.19	0.4	1.97
	Admin and Manag.	69	37.7	204.07	0.6	4.60
	Clerical and Related	311	37.3	177.98	0.6	4.07
	Sales Workers	255	38.2	133.12	0.7	3.39
	Services Workers	511	39.8	141.65	2.2	11.07
	Prod, Constr, etc. workers	101	39.9	161.90	1.5	9.19

* Publication not allowed under Statistics Ordinance.

Table 8 : Analysis of average earnings of monthly-paid full-time adults,
April 1992

MONTHLY		ADULT MALES		ADULT FEMALES	
		No.	Av. Engs.	No.	Av. Engs.
Full-time adults		3,966	1,464.86	2,208	984.70
Sector	Official	1,674	1,566.48	1,015	1,128.54
	Private	2,292	1,394.65	1,193	865.58
Nationality	Gibraltarian	2,714	1,452.51	1,755	975.02
	U.K.	550	1,603.30	366	1,059.61
	Moroccan	26	814.28	7	549.46
	Spanish	85	1,238.09	21	789.83
	Other EEC	462	1,664.44	44	1,118.07
	Other	129	807.75	15	497.54
Industry	Electricity Supply	83	1,635.02	6	858.86
	Water Supply	77	1,623.77	9	897.42
	Shipbuilding etc.	40	1,583.71	9	859.66
	Other Manufacture	55	1,467.17	11	1,023.87
	Construction	649	1,491.05	83	948.44
	Wholesale Trade	187	1,562.43	56	821.30
	Retail Trade	252	892.91	78	658.19
	Hotel Trade	34	1,254.25	24	828.76
	Restaurants, Bars etc.	36	735.48	11	611.25
	Repairs of Consumer Goods	38	1,131.06	17	826.24
	Sea Transport and Related Services	128	1,278.48	29	759.50
	Air Transport and Related Services	32	1,205.65	11	928.85
	Road Transport and Related Services	18	876.92	6	758.44
	Post and Telecommunications	157	1,526.58	42	1,044.60
	Banking, Finance and Insurance	541	1,557.63	708	882.47
	Public Administration and National Defence	746	1,491.08	426	954.72
	Police and Fire Services	343	1,638.43	31	1,351.56
	Sanitary Services	7	1,694.04	1	*
	Education	177	1,605.94	243	1,272.09
	Medical and Health Services	156	1,862.07	290	1,231.38
Other Services	210	1,149.69	117	864.92	
Occupation Group	Prof, Tech and Rel.	866	1,692.44	530	1,289.70
	Admin and Manag.	821	1,681.78	151	1,101.18
	Clerical and Related	854	1,176.83	1,378	874.78
	Sales Workers	90	922.66	53	622.98
	Services Workers	644	1,485.80	75	986.30
	Prod, Constr, etc. workers	691	1,349.39	21	909.21

* Publication not allowed under Statistics Act 1988

Table 9: Analysis of average earnings and hours worked of weekly-paid part-time adults, April 1992

WEEKLY		ADULT MALES			ADULT FEMALES		
		No.	Av. wkly hrs.	Av. wkly Engs.	No.	Av. wkly hrs.	Av. wkly Engs.
All part-time adults		141	16.8	63.02	887	20.1	76.57
Sec-tor	Official	5	20.0	74.01	249	20.2	75.17
	Private	136	16.7	62.60	638	20.1	77.09
Nationa-lity	Gibraltarian	107	16.2	63.48	736	20.4	78.36
	U.K.	10	18.1	50.32	78	21.7	82.42
	Moroccan	17	18.6	65.40	33	15.4	50.83
	Spanish	5	20.6	72.08	30	15.5	44.95
	Other EEC	-	-	-	6	25.5	90.96
	Other	2	14.5	55.00	4	15.0	67.58
Industry	Electricity Supply	-	-	-	-	-	-
	Water Supply	-	-	-	-	-	-
	Shipbuilding etc.	-	-	-	2	24.0	121.48
	Other Manufacture	3	16.5	104.32	5	20.4	64.90
	Construction	2	16.2	76.55	18	19.3	78.81
	Wholesale Trade	14	14.1	55.77	60	17.5	69.55
	Retail Trade	37	16.2	60.27	308	21.0	74.77
	Hotel Trade	4	15.7	62.75	10	17.6	64.97
	Restaurants, Bars etc.	8	14.4	51.18	27	14.4	47.05
	Repairs of Consumer Goods	5	18.8	107.33	10	20.8	89.87
	Sea Transport and Related Services	2	15.0	57.00	6	17.0	55.82
	Air Transport and Related Services	-	-	-	-	-	-
	Road Transport and Related Services	7	21.0	78.07	6	22.5	74.66
	Post and Telecommuni-cations	-	-	-	4	19.0	68.55
	Banking, Finance and Insurance	4	20.6	90.05	25	15.1	70.79
	Public Administration and National Defence	1	*	*	103	17.9	69.09
	Police and Fire Services	-	-	-	1	*	*
	Sanitary Services	2	25.0	71.34	1	*	*
	Education	4	20.0	90.05	113	20.6	75.37
	Medical and Health Services	-	-	-	18	20.0	76.68
Other Services	48	16.8	54.94	170	22.4	93.07	
Occupation Group	Prof, Tech and Rel.	10	17.2	96.03	37	21.0	113.44
	Admin and Manag.	8	19.1	91.80	17	17.4	95.41
	Clerical and Related	24	16.6	64.41	139	20.2	83.18
	Sales Workers	10	17.9	65.07	248	20.2	68.24
	Services Workers	38	19.0	64.86	427	20.2	75.67
	Prod, Constr, etc. workers	51	14.6	51.18	19	17.9	71.52

* Publication not allowed under Statistics Ordinance.

Table 10: Industry by sex and nationality - All Employees, April 1992

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	155	6	117	6	10	-	25	-	3	-	-	-	-
Water Supply	136	9	103	9	-	-	31	-	1	-	-	-	-	-
Shipbuilding etc.	141	19	79	11	24	5	12	2	11	1	7	-	8	-
Other Manufacture	274	72	133	47	29	20	73	-	11	5	26	-	2	-
Construction	3010	179	666	94	549	44	582	6	692	11	469	22	52	2
Wholesale Trade	528	199	319	171	36	19	129	4	32	2	11	1	1	2
Retail Trade	749	843	382	628	102	140	90	16	52	22	17	8	116	29
Hotel Trade	211	144	57	39	13	25	114	52	19	13	5	13	3	2
Restaurants, Bars etc.	161	144	48	41	31	59	47	32	22	6	3	2	10	4
Repairs of Consumer Goods	177	36	86	26	37	8	30	2	22	-	-	-	2	-
Sea Transport and Related Services	211	46	172	41	15	4	17	1	3	-	4	-	-	-
Air Transport and Related Services	57	21	54	19	3	2	-	-	-	-	-	-	-	-
Road Transport and Related Services	115	14	76	14	4	-	27	-	8	-	-	-	-	-
Post and Telecomms.	162	55	159	53	-	-	2	2	-	-	-	-	1	-
Banking, Finance and Insurance	596	881	368	611	153	221	10	7	18	13	34	23	13	6
Public Administration and National Defence	1534	754	1187	708	92	31	236	11	9	3	10	1	-	-
Police and Fire Services	360	43	299	38	60	3	-	1	-	-	1	1	-	-
Military Services	152	2	89	1	5	-	52	-	2	-	4	1	-	-
Education	224	438	212	429	9	8	2	-	-	1	1	-	-	-
Medical and Health Services	198	448	171	378	24	63	3	5	-	-	-	2	-	-
Other Services	739	467	559	347	57	55	67	21	38	32	8	10	10	2
TOTAL	9890	4820	5336	3711	1253	707	1549	162	943	109	591	84	218	47

Table 11: Industry by sex, sector and nationality, all employees OFFICIAL SECTOR, April 1992

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	145	6	116	6	1	-	25	-	3	-	-	-	-
Water Supply	12	-	12	-	-	-	-	-	-	-	-	-	-	-
Instruction	647	40	397	39	34	-	206	1	5	-	5	-	-	-
Retail Trade	17	43	6	22	5	18	1	1	-	-	-	1	5	1
Sea Transport and Related Services	63	3	62	3	1	-	-	-	-	-	-	-	-	-
Post and Telecomms.	37	32	37	32	-	-	-	-	-	-	-	-	-	-
Public Administration and National Defence	1534	754	1187	708	92	31	236	11	9	3	10	1	-	-
Police and Fire Services	319	33	274	29	44	3	-	1	-	-	1	-	-	-
Military Services	81	-	26	-	-	-	50	-	2	-	3	-	-	-
Education	217	390	206	387	9	3	2	-	-	-	-	-	-	-
Medical and Health Services	190	419	167	358	20	56	3	4	-	-	-	1	-	-
Other Services	7	-	4	-	-	-	2	-	-	-	-	-	-	-
TOTAL	3269	1720	2494	1584	207	111	525	18	19	3	19	3	5	1

Table 12: Industry by sex, sector and nationality, All Employees, PRIVATE SECTOR, April 1992

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
Acc. Supply	10	-	1	9	9	-	-	-	-	-	-	-	-	-
Water Supply	124	9	91	11	24	5	31	1	1	1	1	1	1	1
Whipbuilding Etc.	141	19	79	47	29	20	12	11	11	15	1	1	1	1
Other Manu.	274	72	133	55	51	44	73	11	11	26	2	2	8	2
Construction	2363	139	269	171	36	19	376	68	11	464	22	22	52	2
Wholesale Trade	528	199	319	60	97	22	129	32	22	11	1	1	11	1
Retail Trade	732	800	376	639	36	122	189	52	22	17	17	17	11	2
Hotel Trade	211	144	57	39	13	25	114	19	13	5	13	13	13	2
Restaurant Bars														
etc.	161	144	48	41	31	59	47	22	6	3	2	2	10	4
Repairs of Consumer Goods	177	36	86	26	37	8	30	22	-	-	-	-	2	-
Sea Transport and Related Services	148	43	110	38	14	4	17	3	-	4	-	-	-	-
Air Transport and Related Services	57	21	54	19	3	2	-	-	-	-	-	-	-	-
Road Transport and Related Services	115	14	76	14	4	-	27	8	-	-	-	-	-	-
Post and Telecommunications	125	23	122	21	-	-	2	-	-	-	-	-	-	-
Banking, Finance and Insurance	596	881	368	611	153	221	10	18	13	34	23	23	13	6
Police and Fire Services	41	10	25	9	16	-	-	-	-	-	-	1	-	-
Military Services	71	2	63	1	5	-	2	-	-	1	1	1	-	-
Education	7	48	6	42	-	5	-	-	1	1	-	-	-	-
Medical and Health Services	8	29	4	20	4	7	-	-	-	-	1	1	-	-
Other Services	732	467	555	347	56	55	65	38	32	8	10	10	10	2
TOTAL	6621	3100	2842	2127	1046	596	1024	924	106	572	81	81	213	46

Table 13: Movements in Nos. Employed, average earnings, hours worked and overtime of all weekly-paid employees, October 1971 - April 1992

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
April 1991	5524	44.7	£198.68	5.9	£35.15
October 1991	5645	46.7	£224.54	7.6	£47.04
April 1992	5325	44.9	£218.50	6.0	£37.00

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	£52.91	-	-
October 1990	120	18.6	£59.38	-	-
April 1991	144	18.8	£70.50	-	-
October 1991	125	19.7	£73.15	-	-
April 1992	141	16.8	£63.02	-	-

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	£125.56	1.4	£6.45
October 1990	1392	38.8	£132.65	1.3	£6.48
April 1991	1428	38.1	£143.85	1.2	£5.74
October 1991	1380	38.4	£145.65	1.2	£6.01
April 1992	1267	38.7	£154.03	1.3	£7.17

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	-	-
April 1991	916	19.0	£67.74	-	-
October 1991	932	19.2	£70.94	-	-
April 1992	887	20.2	£76.57	-	-

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
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
April 1991	41	40.1	£104.07	1.1	£4.34
October 1991	43	39.0	£112.35	1.4	£6.12
April 1992	38	39.3	£101.54	0.1	£2.27

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
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
April 1991	25	37.0	£91.33	0.4	£1.76
October 1991	25	37.4	£100.93	0.4	£1.29
April 1992	20	39.0	£106.28	0.3	£1.17

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

Average Hourly Earnings Indexes, Full-time Weekly-paid men and women
 October 1971- April 1992 (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
October 1989	1068.3	1223.3	542.7
April 1990	1110.9	1287.5	561.6
October 1990	1154.9	1349.7	578.0
April 1991	1214.7	1490.6	602.3
October 1991	1314.1	1497.4	624.2
April 1992	1330.5	1571.3	646.5

Table 15: Movements in nos. employed and average earnings of all monthly-paid employees, October 1971- April 1992

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
October 1989	3511	£1182.64
April 1990	3624	£1252.01
October 1990	3640	£1295.47
April 1991	3779	£1387.36
October 1991	3953	£1498.44

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	£258.34
October 1990	226	£288.79
April 1991	242	£239.18
October 1991	298	£265.20
April 1992	352	£267.00

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
April 1991	2212	£890.23
October 1991	2173	£968.81

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
October 1989	242	£389.21
April 1990	281	£434.73
October 1990	313	£451.53
April 1991	285	£411.47
October 1991	343	£450.28
April 1992	362	£457.54

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
April 1989	14	£322.65
October 1989	88	£239.94
April 1990	78	£262.67
October 1990	120	£228.31
April 1991	107	£256.46
October 1991	68	£276.29

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	79	£302.78
October 1990	30	£457.05
April 1991	47	£348.51
October 1991	91	£297.44
April 1992	69	£268.20

Table 16: Average Hourly Earnings - Indices, full-time monthly-paid men and women
October 1971-April '92(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
April 1991	1338.1	1376.4	602.3
October 1991	1358.4	1497.9	624.2
April 1992	1412.8	1522.5	646.5

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 from Oct. 1982 to April 1992.

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)	-	-	100.0
October 1973	£ 24.65	£ 23.97 (£ 24.39)	120.3 (119.4)	-	-	113.9
April 1974	£ 26.58	£ 25.60 (£ 26.28)	128.4 (128.7)	-	-	125.1
April 1975	£ 31.77	£ 29.50 (£ 30.30)	140.0 (148.4)	-	-	151.9
October 1975	£ 33.38	£ 32.06 (£ 32.86)	161.9 (160.9)	-	-	159.5
April 1976	£ 34.32	£ 32.68 (£ 33.58)	164.0 (164.4)	-	-	168.8
October 1977	£ 43.21	£ 39.32 (£ 40.72)	197.3 (199.4)	-	-	209.5
April 1978	£ 43.41	£ 38.72 (£ 40.72)	194.3 (199.4)	-	-	218.3
October 1978	£ 68.07	£ 56.12 (£ 58.12)	281.6 (284.6)	-	-	237.8
April 1979	£ 69.44	£ 56.44 (£ 58.44)	283.2 (286.2)	-	-	254.1
October 1979	£ 74.11	£ 60.04 (£ 64.04)	301.3 (313.6)	-	-	276.7
April 1980	£ 85.16	£ 67.06 (£ 71.06)	336.5 (348.0)	-	-	288.8
October 1980	£102.20	£ 79.97 (£ 84.97)	401.3 (416.1)	-	-	301.8
April 1981	£102.67	£ 79.69 (£ 84.69)	399.8 (414.7)	-	-	311.6
October 1981	£113.59	£ 90.20 (£ 95.20)	452.6 (466.2)	-	-	329.4
April 1982	£120.24	£ 93.94 (£ 98.94)	471.3 (484.5)	-	-	342.1
October 1982	£120.42	£ 94.33 (£ 99.33)	473.3 (486.4)	-	-	354.8
April 1983	£122.45	£ 94.59 (£ 99.59)	474.6 (487.7)	-	-	360.5
October 1983	£125.15	£ 96.69 (£101.69)	485.1 (498.0)	-	-	373.3
April 1984	£127.13	£ 96.98 (£101.98)	486.6 (499.4)	-	-	382.1
October 1984	£128.05	£ 97.89 (£102.89)	491.2 (503.9)	-	-	400.6
April 1985	£128.24	£ 97.10 (£102.10)	487.2 (500.0)	-	-	411.3
October 1985	£142.33	£106.55 (£111.55)	534.6 (546.0)	-	-	416.7
April 1986	£143.19	£106.48 (£111.48)	534.3 (545.9)	-	-	425.6
October 1986	£150.38	£117.06 (£122.06)	587.4 (597.7)	-	-	432.3
April 1987	£154.15	£118.92 (£123.92)	596.7 (606.9)	-	-	445.9
October 1987	£159.91	£128.12 (£133.12)	642.8 (651.9)	-	-	454.7
April 1988	£162.20	£129.21 (£136.21)	648.3 (667.0)	-	-	459.6
October 1988	£175.61	£138.52 (£145.52)	695.0 (712.6)	-	-	470.8
April 1989	£188.84	£146.77 (£153.77)	736.4 (753.0)	-	-	480.1
October 1989	£193.11	£149.62 (£156.62)	750.73 (766.9)	-	-	492.0
April 1990	£193.50	£148.79 (£156.39)	746.56 (765.9)	-	-	509.2
October 1990	£205.19	£160.62 (£168.22)	805.92 (823.8)	£193.74 (£201.34)	100.0 (100.0)	524.1
April 1991	£210.91	£164.44 (£171.94)	825.09 (842.0)	£198.41 (£205.91)	102.4 (102.3)	546.2
October 1991	£229.49	£176.48 (£183.98)	885.50 (900.98)	£213.26 (£220.76)	107.5 (107.2)	565.9
April 1992	£231.92	£178.07 (£185.57)	893.48 (910.77)	£213.12 (£220.62)	108.3 (107.3)	586.2

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 1980 have been revised to take into account the effect of the 1980 Budget.

Table 18: Distribution of average annual earnings of all employees, April 1992

£ 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	28	-	28	16	-	16	12	-	12
£ 1000 - £ 1500	64	6	58	29	4	25	35	2	33
£ 1500 - £ 2000	113	10	103	37	5	32	76	5	71
£ 2000 - £ 2500	163	11	152	41	5	36	122	6	116
£ 2500 - £ 3000	485	81	404	307	41	266	178	40	138
£ 3000 - £ 4000	523	153	370	102	63	39	421	90	331
£ 4000 - £ 5000	437	222	215	149	111	38	288	111	177
£ 5000 - £ 6000	544	377	167	192	171	21	352	206	146
£ 6000 - £ 7000	882	806	76	363	348	15	519	458	61
£ 7000 - £ 8000	1520	1465	55	992	986	6	528	479	49
£ 8000 - £ 9000	951	917	34	622	618	4	329	299	30
£ 9000 - £10000	1506	1488	18	1184	1183	1	322	305	17
£10000 - £11000	1023	968	55	572	572	-	451	396	55
£11000 - £12000	734	726	8	486	485	1	248	241	7
£12000 - £13000	660	653	7	473	471	2	187	182	5
£13000 - £14000	474	473	1	361	360	1	113	113	-
£14000 - £15000	536	534	2	423	422	1	113	112	1
£15000 - £20000	2540	2533	7	2155	2154	1	385	379	6
£20000 and over	1527	1525	2	1386	1385	1	141	140	1
T O T A L	14710	12948	1762	9890	9384	506	4820	3564	1256

Table 19: Average Earnings and Index, all employees 1971-April 1992

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
Apr 91	£10,936.11	1244.36
Oct 91	£11,695.37	1330.75
Apr 92	£11,966.09	1361.55

Table 20: Total Numbers Employed, October 1971 - April 1992

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
Apr 1991	14,782	128.8
Oct 1991	15,098	131.6
Apr 1992	14,710	128.2

Table 21: Nos. in employment by S.I.C. Industry Divisions, April 1992

S.I.C. INDUSTRY DIVISIONS		NOS.
0	Agriculture, Forestry and Fishing	-
1	Energy and Water Supply Industries	306
2	Manufacture of Metals, Mineral Products and Chemicals	-
3	Metal Goods, Engineering and Vehicle Industries	160
4	Other Manufacturing Industries	346
5	Construction	3189
6	Distribution, Hotels and Catering; Repairs	3192
7	Transport and Communication	682
8	Banking, Finance, Insurance, Business Services and Leasing	1476
9	Other Services	5359

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.