

## **ANNEX D**

### **HORIZONTAL THEMES**



## 1. EMPLOYMENT

1. Total employee jobs in Gibraltar amounted to 14,266 in October 2002, 31% of which were in the Ministry of Defence and the Government of Gibraltar (the public sector). By 2005, the number of employee jobs had risen to 16,874, and the share of public sector jobs had dropped to 24%. Employment is dominated by service activities, with manufacturing of only minimal significance. The most important industry sectors are: the wholesale and retail trade, public administration and defence, construction, real estate, other business activities, the gambling sector and financial intermediaries.
2. Between 1993 and 2002 the number of employee jobs fell sharply by 9% to 13,000 before growing to the level of 14,266 in 2002 and 16,874 in 2005. The most important fall was in construction. During this time, both financial and other services recorded growth, albeit on a very modest scale.
3. In 2005, the number of men in employment represented 58.1% as compared to women who represented 41.9% of the total workforce. This compares to 69% and 31% respectively, in 1990.

**TABLE 1**  
**TOTAL EMPLOYMENT BY SECTOR AND % CHANGE 1998-2005**

<b>INDUSTRY SECTOR</b>	<b>1998</b>	<b>2005</b>	<b>% CHANGE</b>
Ship building	211	256	+ 21.3%
Other Manufacturing	191	174	- 8.9%
Electricity & Water Supply	232	273	+17.6%
Construction	1553	1861	+19.8%
Wholesale & Retail Trade	2494	2693	+ 7.9%
Hotels & Restaurants	645	1032	+60.0%
Transport & Communication	787	963	+22.3%
Financial Intermediaries	987	1440	+45.9%
Real Estate & Business Activity	1301	1846	+41.9%
Public Administration & Defence	2230	2160	- 3.1%
Education	609	780	+28.1%
Health & Social Work	902	1353	+50.0%
Other Services	632	2043	+223.2%
<b>TOTAL</b>	<b>12,774</b>	<b>16,874</b>	<b>+ 32.1%</b>

Source: Employment Survey Report, October 2005 (Employment figures include full-time and part-time employee jobs)<sup>1</sup>

1. Since 1998 the industry codes have been re-classified as the UK Standard Classification of Economic Activities 1992.

4. Table 1 shows an increase in employment across the majority of the industry sectors, most notably in other services (which includes gambling and betting activities, hairdressing and other beauty treatment, radio and television activities, etc), hotel and restaurants, shipbuilding and financial intermediaries.
  
5. Table 2 sets out a report on job vacancies that were opened and filled in 2005. A total of 8,707 vacancies were opened with the Employment Service. 27.9% of the vacancies were in Elementary Occupations, 13.2% in Administrative and Secretarial Occupations, 17.1% in the Sales and Customer Service and 16.8% in Skilled Trades Occupations. From the table, it can be seen that 28.96% of the vacancies have been taken up by Spanish frontier workers.

**TABLE 2**

**2005 - OPENED AND FILLED VACANCY REPORT**

<b>Major Group Job Description</b>	<b>Gibraltarians</b>	<b>Other British</b>	<b>Spaniards</b>	<b>Moroccans</b>	<b>Other EU</b>	<b>Other Non -EU</b>	<b>Total</b>	<b>Opened</b>	<b>Cancelled</b>
<b>Administrative and Secretarial Occupations</b>	<b>644</b>	<b>256</b>	<b>78</b>	<b>2</b>	<b>42</b>	<b>21</b>	<b>1043</b>	<b>1151</b>	<b>170</b>
<b>Associate Professional and Technical Occupations</b>	<b>127</b>	<b>112</b>	<b>65</b>	<b>1</b>	<b>14</b>	<b>24</b>	<b>343</b>	<b>431</b>	<b>117</b>
<b>Elementary Occupations</b>	<b>694</b>	<b>515</b>	<b>821</b>	<b>116</b>	<b>228</b>	<b>25</b>	<b>2399</b>	<b>2433</b>	<b>184</b>
<b>Managers and Senior Officials</b>	<b>158</b>	<b>211</b>	<b>35</b>	<b>5</b>	<b>46</b>	<b>50</b>	<b>505</b>	<b>608</b>	<b>120</b>
<b>Personal Service Occupations</b>	<b>225</b>	<b>88</b>	<b>130</b>	<b>3</b>	<b>11</b>	<b>7</b>	<b>464</b>	<b>511</b>	<b>58</b>
<b>Process, Plant and Machine Operatives</b>	<b>103</b>	<b>46</b>	<b>116</b>	<b>9</b>	<b>5</b>	<b>3</b>	<b>282</b>	<b>322</b>	<b>21</b>
<b>Professional Occupations</b>	<b>93</b>	<b>85</b>	<b>20</b>	<b>0</b>	<b>15</b>	<b>34</b>	<b>247</b>	<b>291</b>	<b>44</b>
<b>Sales and Customer Service Occupations</b>	<b>475</b>	<b>387</b>	<b>279</b>	<b>7</b>	<b>115</b>	<b>75</b>	<b>1338</b>	<b>1493</b>	<b>235</b>
<b>Skilled Trades Occupations</b>	<b>140</b>	<b>187</b>	<b>765</b>	<b>44</b>	<b>171</b>	<b>40</b>	<b>1347</b>	<b>1467</b>	<b>110</b>
<b>Total:</b>	<b>2659</b>	<b>1887</b>	<b>2309</b>	<b>187</b>	<b>647</b>	<b>279</b>	<b>7968</b>	<b>8707</b>	<b>1059</b>

Source: Employment Service

**TABLE 3****TRENDS IN EMPLOYMENT**

<b>Date of Employment Survey</b>	<b>Males</b>	<b>Females</b>	<b>Total Number of Employees</b>
<b>October 1986</b>	<b>8735</b>	<b>3772</b>	<b>12,507</b>
<b>October 1987</b>	<b>8946</b>	<b>4132</b>	<b>13,078</b>
<b>October 1988</b>	<b>9051</b>	<b>4559</b>	<b>13,610</b>
<b>October 1989</b>	<b>9082</b>	<b>4798</b>	<b>13,880</b>
<b>October 1990</b>	<b>9314</b>	<b>4905</b>	<b>14,219</b>
<b>October 1991</b>	<b>10,145</b>	<b>4953</b>	<b>15,098</b>
<b>October 1992</b>	<b>9749</b>	<b>5005</b>	<b>14,754</b>
<b>October 1993</b>	<b>8515</b>	<b>5006</b>	<b>13,521</b>
<b>October 1994</b>	<b>7882</b>	<b>4913</b>	<b>12,795</b>
<b>October 1995</b>	<b>7916</b>	<b>4797</b>	<b>12,713</b>
<b>October 1996</b>	<b>8161</b>	<b>4814</b>	<b>12,975</b>
<b>October 1997</b>	<b>8022</b>	<b>4740</b>	<b>12,762</b>
<b>October 1998</b>	<b>7957</b>	<b>4817</b>	<b>12,774</b>
<b>October 1999</b>	<b>7855</b>	<b>5081</b>	<b>12,936</b>
<b>October 2000</b>	<b>8068</b>	<b>5313</b>	<b>13,381</b>
<b>October 2001</b>	<b>8367</b>	<b>5564</b>	<b>13,931</b>
<b>October 2002</b>	<b>8538</b>	<b>5728</b>	<b>14,266</b>
<b>October 2003</b>	<b>9002</b>	<b>6417</b>	<b>15,419</b>
<b>October 2004</b>	<b>9350</b>	<b>6644</b>	<b>15,994</b>
<b>October 2005</b>	<b>9806</b>	<b>7068</b>	<b>16,874</b>

**Source: Statistics Office, Government of Gibraltar**

6. The most important occupations in terms of employment share are administrative and secretarial, elementary and associated professional and technical trades (see Table 4). It is in the areas of sales and customer services and in process, plant and machine operatives where there has been a noticeable increase in employment between 1998 and 2005.

**TABLE 4**  
**EMPLOYMENT 1998 AND 2005, AND EMPLOYMENT CHANGE 1998-2005**  
**BY OCCUPATION**

<b>Occupation</b>	<b>Total Employment 1998</b>	<b>Total Employment 2005</b>	<b>Employment Change 1998-2005</b>
Managers & Senior Officials	1614	2071	+ 28.3%
Professionals	721	1085	+ 50.4%
Associate Professional & Technical	1751	1882	+ 7.5%
Administrative & Secretarial	2695	3208	+ 19.0%
Skilled Trade	1672	1775	+ 6.1%
Personal Service	621	772	+ 24.3%
Sales and Customer Services	1059	1917	+ 81.0%
Process, Plant & Machine Operatives	677	1129	+ 66.7%
Elementary	2571	3035	+ 18.0%
<b>TOTAL</b>	<b>13381</b>	<b>16874</b>	<b>+ 26.1%</b>

Source: Statistics Office, Government of Gibraltar

7. The improved flows through the land frontier with Spain, consequent on an improved climate in relations with Spain, has also had significant positive impacts on levels of employment and investment. It has clearly had some specific effects through its impacts on visitor numbers and visitor expenditure. There have also been positive impacts on the hinterland, in Spain, on the back of the improvements enjoyed by Gibraltar.

## 2. ACTIVITY RATE FOR MALE AND FEMALE WORKERS

### METHODOLOGY

8. The activity rates have been calculated on the following basis;

#### **Females:**

9. The number of females employed has been taken from the Employment Survey October 2005. For the purpose of this exercise two part-timers have been equated to one full-timer. An adjustment has been made for non-resident female workers (frontier workers). The total number of women who could be potentially active in the labour market has been calculated as follows:-

50% of women in the 15-19 age group (i.e. 24)

100% of women in the 20-54 age group (i.e. 7019)

This gives a total figure of 7,043.

10. The total number of women in employment as at October 2005 was 7,068 of whom 1,594 were frontier workers. Actual resident employment was  $7,068 - 1,594 = 5,474$ .

The activity rate for women is 77.7% (5,474 out of 7,043)

#### **Males:**

11. The number of males employed has been taken from the Employment Survey October 2005. For the purpose of this exercise, two part-timers have been equated to one full-timer. An adjustment has been made to take account of non-resident male workers (frontier workers).

12. The total number of men who could be potentially active in the Labour Market has been calculated as follows:-

50% of males in the 15-19 age group (i.e. 30)

100% of males in the 20-64 age group (i.e. 9746)

This gives a total figure of 9,776.

13. The total number of males in employment as at October 2005 was 9,806 of whom 2,328 were frontier workers. Actual resident employment was 9,806 – 2,328 = 7,478.

The activity rate for men is 76.5% (7,478 out of 9,776)

### 3. UNEMPLOYMENT

14. After rising sharply to a peak of 16.5% in 1995, unemployment fell to 3.50% in 2000 and has remained at about that level since then.

**TABLE 5**

**Unemployment Figures – 1996-2005**

<b>Year</b>	<b>Unemployed</b>	<b>Total (Employed &amp; Unemployed)</b>	<b>Unemployed Rate (%)</b>
96	2001	14913	13.42
97	1796	14790	12.15
98	944	13944	6.67
99	575	13511	4.25
00	481	13862	3.50
01	533	14464	3.68
02	552	14818	3.73
03	542	15961	3.40
04	502	16496	3.04
05	557	16874	3.30

Source: Ministry for Employment

Method of Calculation

15. The figures are based on resident unemployed persons, and do not include frontier workers who may become unemployed whilst working in Gibraltar.
16. The total figures (employed and unemployed) represent the number of person's unemployed plus the number of persons in employment as set out in the latest published Employment Survey (October 2005).

17. Spanish and British workers who work in Gibraltar and reside in Spain register as unemployed in Spain when they lose their employment in Gibraltar.
18. There are also persons resident in Gibraltar in the 60-64 year-old age group who are paid an allowance by the Government under the Community Care Scheme, who would otherwise be unemployed.
19. Evaluating the numbers of unemployed in the labour market has its inherent problems. Females do not tend to register as unemployed. Unemployment benefits are only available for 13 weeks. Thereafter, an unemployed person has to apply for social assistance.
20. The downtrend in unemployment has been attributable to a number of factors. A review of the unemployment registration system was introduced, a voluntary repatriation deal was offered to Moroccan workers and new employment opportunities have started to emerge from investment projects.

#### **4. EDUCATION**

21. It has been difficult to establish indicative trends as to the performance of the working population in relation to qualifications. This is due to the deficit in the data available. The Department of Education and Training has identified the need to carry out a training needs analysis to find out the skills mismatch within the community and this will be addressed during the course of this Programme. However, there is data on the qualifications obtained by school-leavers. The tables hereunder clearly indicate that females obtain higher pass rates in their examinations than males.

**TABLE 6**  
**EXAMINATION PASS RATES**

**(A) GCSEs (A\* to C Grades)**

<b>YEAR</b>	<b>BAYSIDE BOYS COMPREHENSIVE</b>	<b>WESTSIDE GIRLS COMPREHENSIVE</b>
1997	59.0%	64.3%
1998	63.1%	75.3%
1999	60.0%	68.8%
2000	60.6%	77.1%
2001	56.3%	71.4%
2002	70.1%	73.9%
2003	63.4%	73.0%
2004	68.0%	77.0%
2005	64.0%	67.0%

Source: Department of Education and Training

**(B) A-LEVELS (A to E Grades)**

<b>YEAR</b>	<b>BAYSIDE BOYS COMPREHENSIVE</b>	<b>WESTSIDE GIRLS COMPREHENSIVE</b>
1997	86.4%	88.5%
1998	83.0%	86.0%
1999	84.0%	94.2%
2000	89.0%	93.0%
2001	92.0%	88.0%
2002	99.0%	95.0%
2003	97.0%	98.0%
2004	97.4%	98.2%
2005	94.0%	97.0%

Source: Department of Education and Training

**5. EQUAL OPPORTUNITIES**

22. The Government of Gibraltar attaches great importance to issues relating to Equal Opportunities. The principles of equal opportunities for all and ensuring that no groups are excluded from society is a main concern for the Government of Gibraltar, not least in relation to the labour market.

23. The historical disparity between men and women has to be considered in the context of the traditional main sector of the economy, which was dependent on the Ministry of Defence establishment in Gibraltar. The MOD workforce was predominantly male. In addition, a substantial number of frontier workers who work in the Gibraltar economy are men, a large proportion being employed in the construction industry.
24. A further factor is that women in Gibraltar have in the past followed the Mediterranean tradition whereby women used to stay at home to look after the children. This situation is one that has been changing particularly over the last decade; this could be partly influenced by families moving into the home ownership market.
25. In relation to women in the labour market, there are plans to address these issues aggressively with the view to educate and encourage employers and women themselves that they must look beyond 'traditional jobs for women' and try to move away from rigid traditional practices.
26. The incorporation of the Job Club within the Employment Service, during the latter part of 1999, is endeavouring to instil these concepts. The Job Club provides facilities and services to the long-term unemployed and other groups who are disadvantaged in the labour market in order to assist their return to work. Services offered by the Job Club include job workshops, interactive learning, video presentations, development of IT skills, interview skills training, information on training courses and so on. The Gibraltar Government recognises the vital and growing contribution of women to the labour force. The promotion of equal opportunities for men and women is central to its human resource strategy.

**TABLE 7****Adult Full and Part-time Employment by Industry Groups, 2005**

<b>Industry Groups</b>	<b>Adult Full-Time</b>		<b>Adult Part-Time</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
Shipbuilding	244	8	4	0
Other manufacturing	99	42	2	12
Elec. & Water Supply	252	21	0	0
Construction	1659	89	43	22
Wholesale & Retail	1365	801	64	244
Hotels & Restaurants	446	285	68	188
Transport & Communications	674	198	16	13
Financial Intermediaries	550	691	1	6
Real Estate & Business Activity	612	576	23	66
Public Admin & Defence	1425	604	0	1
Education	196	337	5	157
Health & Social Work	359	829	2	41
Other Services	1193	629	12	51
<b>TOTAL</b>	<b>9074</b>	<b>5110</b>	<b>240</b>	<b>801</b>
	63.98%	36.02%	23.06%	76.94%

Source : Employment Survey – October 2005.

27. The above table shows that in terms of full-time adult employment, men in employment represent 63.98% as compared to women who represent 36.02% of the full-time workforce. However, with regard to part-time employment, women represent 76.94% as compared to men who represent 23.06% of the part-time workforce.
  
28. The local education system now provides for children to remain in school over the lunch period. This should assist in encouraging women returners to the labour market, as women no longer need to be at home at lunchtime to care for their children.