

Table
Number **Table Name**

(Click on the table number to go to corresponding table)

[Narrative](#)

12.01	Labor Force Status, by Sex: 1960 to 2000
12.02	Labor Force Characteristics, by Counties: 2000
12.03	Selected Labor Force and Commuting Characteristics, by Geographic Area: 2000
12.04	Labor Force Status of the Civilian Noninstitutional Population 16 Years and Over: Annual Averages, 2001 and 2002
12.05	Civilian Labor Force and Unemployment Rate, Total and Female, by Race and Hispanic Origin: 2004
12.06	Employment Status of the Civilian Labor Force: Annual Averages, 1980 to 2004
12.07	Employment Status of the Civilian Labor Force, by County and Island: Annual Average, 1990 to 2004
12.08	Characteristics of the Insured Unemployed: Annual Averages, 2003
12.09	Wage and Salary Jobcount: Annual Averages, 1990 to 2004
12.10	Jobcount, by NAICS Industry: Annual Averages, 2000 to 2004
12.11	Employment by NAICS Industry: 2000
12.12	Jobcount by NAICS Industry, by County: Annual Averages, 2004
12.13	Occupation: 2000
12.14	Employment by Class of Worker: 1940 to 2000
12.15	Full- and Part-time Employment by Type and by Status: 1969 to 2003
12.16	Civilian Employment, Full- and Part-Time: Annual Averages, 2000 to 2002
12.17	Occupation of Employed Civilians in Percent, by Sex: Annual Averages, 2001 and 2002
12.18	Multiple Jobholders, Numbers and Percent of Employed for Hawaii and Percent of Employed for the United States: Annual Averages, 1999 to 2003
12.19	Workers 16 Years and Over, by Place of Residence and Place of Work: April 1, 2000
12.20	Employment and Wages: 1995 to 2003
12.21	Employment and Wages, by County: 2003
12.22	Employment and Wages, by NAICS Industry: 2003
12.23	Average Annual Wage for Employees Covered by the Hawaii Employment Security Law and Unemployment Compensation for Federal Employees, in Current and Constant Dollars: 1969 to 2003
12.24	Average Annual Wage, in Current and Constant Dollars, by Selected Industries: 1993 and 2003

Table
Number **Table Name**

(Click on the table number to go to corresponding table)

Narrative

12.25	Nongovernmental Reporting Units and Employment, by Size of Firm: December 2003
12.26	Annual Average Wages, Total and Private Industry: 1990 to 2003
12.27	Workers, Earnings and Hours in Specified Industries: Annual Averages, 2001 to 2004
12.28	Average Hourly Pay Rates for Selected Job Classifications in Private Industry: 2000 to 2004
12.29	Average Hourly Pay Rates for Selected Job Classifications in Private Industry, by County: 2004
12.30	Employment and Wages of Hawaii's 25 Largest Occupations: November 2003
12.31	Employment and Wages of Hawaii's 25 Largest Occupations: May 2004
12.32	Employment and Wages of Honolulu Metropolitan Statistical Area's 25 Largest Occupations: November 2003
12.33	Employment and Wages of Honolulu Metropolitan Statistical Area's 25 Largest Occupations: May 2004
12.34	Annual Compensation of Highest Paid Executives of Hawaii-Based Public Firms: 1999 to 2003
12.35	Minimum Wage Chronology: 1942 to 2007
12.36	Compensation of Leaders of Large Labor Unions: 2002 - 2004
12.37	Average and Total Weekly Hours at Work: 1997 to 2002
12.38	Interstate Movement of Job-Seekers Participating in the Unemployment Insurance Program: 1949 to 2004
12.39	Nonfatal Occupational Injuries and Illnesses, Private Industry: 1995 to 2003
12.40	Fatal Occupational Injuries by Event or Exposure: 1991 to 2002
12.41	Fatal Occupational Injuries for Hawaii and the United States: 1992 to 2003
12.42	Work Injuries, Deaths, Time Lost and Compensation Costs: 1990 to 2003
12.43	Union Affiliation of Employed Wage and Salary Workers for Hawaii and the United States: 2001 to 2004
12.44	Labor Unions and Membership: 2005- 2006
12.45	State and County Employees in Collective Bargaining Units, by Employing Jurisdiction: 1999 to 2003
12.46	Collective Bargaining Agreements: 1964 to 2005
12.47	Work Stoppages: 1990 to 2004
12.48	Work Stoppages Involving 1,000 or More Workers: 1983 to 2004

Section 12

LABOR FORCE, EMPLOYMENT, AND EARNINGS

This section presents statistics on the size and composition of the labor force, employment by occupation, industry, and class of worker, payrolls, wage rates, hours, industrial safety, unionization, and strikes. Related series appear in Sections 3, 9, 10, and 19 through 23.

Principal sources for the data on labor force, employment, place of work, hours, earnings, unions and strikes are the decennial reports of the U.S. Census Bureau, the same agency's Current Population Survey, reports by the U.S. Bureau of Labor Statistics, monthly and annual tabulations by the Hawaii State Department of Labor and Industrial Relations, and annual surveys of pay rates by the Hawaii Employers Council. *Historical Statistics of Hawaii*, Section 4, includes figures for earlier years. Statistics for the nation as a whole are published in Section 12 of the *Statistical Abstract of the United States: 2004-2005*.

Table 12.01-- LABOR FORCE STATUS, BY SEX: 1960 TO 2000

Sex and labor force status	1960	1970	1980	1990	2000
BOTH SEXES					
Persons 16 years and over	402,937	522,018	723,479	855,518	950,055
Labor force	263,450	344,269	494,223	602,348	612,831
Percent in labor force	65.4	65.9	68.3	70.4	64.5
Armed forces	47,255	49,785	58,443	54,001	39,036
Civilian labor force	216,195	294,484	435,780	548,347	573,795
Employed	207,456	285,556	415,181	529,059	537,909
Unemployed	8,739	8,928	20,599	19,288	35,886
Percent of civ. labor force	4.0	3.0	4.7	3.5	6.3
Not in labor force	139,487	177,749	229,256	253,170	337,224
MALE					
Persons 16 years and over	219,822	272,726	370,683	434,203	473,542
Labor force	186,507	222,221	290,420	335,651	331,177
Percent in labor force	84.8	81.5	78.3	77.3	69.9
Armed forces	46,626	48,860	54,032	47,441	34,368
Civilian labor force	139,881	173,361	236,388	288,210	296,809
Employed	135,481	168,940	225,331	277,735	276,483
Unemployed	4,400	4,421	11,057	10,475	20,326
Percent of civ. labor force	3.1	2.6	4.7	3.6	6.8
Not in labor force	33,315	50,505	80,263	98,552	142,365
FEMALE					
Persons 16 years and over	183,115	249,292	352,796	421,315	476,513
Labor force	76,943	122,048	203,803	266,697	281,654
Percent in labor force	42.0	49.0	57.8	63.3	59.1
Armed forces	629	925	4,411	6,560	4,668
Civilian labor force	76,314	121,123	199,392	260,137	276,986
Employed	71,975	116,616	189,850	251,324	261,426
Unemployed	4,339	4,507	9,542	8,813	15,560
Percent of civ. labor force	5.7	3.7	4.8	3.4	5.6
Not in labor force	106,172	127,244	148,993	154,618	194,859

Source: U.S. Bureau of the Census, *U.S. Census of Population: 1960, Detailed Characteristics, Hawaii*, PC(1)-13D (1962), table 115; *1970 Census of Population, General Social and Economic Characteristics, Hawaii*, PC(1)-C13 (December 1971), table 53; *1980 Census of Population, General Social and Economic Characteristics, Hawaii*, PC80-1-C13 (June 1983), table 61; *1990 Census of Population, Social and Economic Characteristics, Hawaii*, 1990 CP-2-13 (September 1993), table 24; Census 2000, Table DP-3. Profile of Selected Economic Characteristics: 2000, Geographic area: Hawaii <<http://www.hawaii.gov/dbedt/census2k/profile-state/04015.pdf>> accessed July 23, 2004 and calculations by Hawaii State Department of Business, Economic Development & Tourism.

Table 12.02-- LABOR FORCE CHARACTERISTICS, BY COUNTIES: 2000

Subject	State	Hawaii	Honolulu	Kalawao	Kauai	Maui
Population 16 years and over						
Male	473,542	56,763	344,979	88	22,264	49,448
Worked in 1999	348,658	38,740	255,991	44	15,974	37,909
Usually worked 35 or more hours per week	289,970	30,952	214,602	29	12,910	31,477
50 to 52 weeks	218,200	21,933	164,633	14	9,165	22,455
Female	476,513	57,884	346,036	59	22,656	49,878
Worked in 1999	303,417	36,365	218,804	29	14,532	33,687
Usually worked 35 or more hours per week	217,763	24,340	159,076	15	10,025	24,307
50 to 52 weeks	158,241	17,118	117,075	15	7,177	16,856
Females 16 years and over with own children under 18 years, under 6 years only	33,927	3,437	25,589	-	1,375	3,526
In labor force	21,614	2,229	15,988	-	962	2,435
Employed or in Armed Forces	19,960	2,039	14,720	-	883	2,318
Own children under 18 years in families and subfamilies	271,881	35,528	192,025	-	14,413	29,915
Under 6 years	86,956	10,089	63,495	-	4,170	9,202
Living with two parents, both parents in labor force	35,588	3,846	26,170	-	1,757	3,815

Source: U.S. Census Bureau, Census 2000 Summary File 3 Hawaii (September 25, 2002) <<http://factfinder.census.gov/servlet/BasicFactsServlet>> accessed August 11, 2003.

**Table 12.03-- SELECTED LABOR FORCE AND COMMUTING CHARACTERISTICS,
BY GEOGRAPHIC AREA: 2000**

Subject	State total	Oahu	Other islands
EMPLOYMENT STATUS			
Population 16 years and over	950,055	691,015	259,040
In labor force	612,831	447,320	165,511
Civilian labor force	573,795	408,638	165,157
Employed	537,909	383,148	154,761
Unemployed	35,886	25,490	10,396
Percent of civilian labor force	6.3	6.2	6.3
Armed forces	39,036	38,682	354
Not in labor force	337,224	243,695	93,529
Females 16 years and over	476,513	346,036	130,477
In labor force	281,654	203,289	78,365
Civilian labor force	276,986	198,679	78,307
Employed	261,426	187,607	73,819
Own children under 6 years	86,956	63,495	23,461
All parents in family in labor force	53,711	38,528	15,183
COMMUTING TO WORK			
Workers 16 years and over	563,154	412,250	150,904
Car, truck, or van - drove alone	359,916	253,231	106,685
Car, truck or van - carpooled	107,191	80,009	27,182
Public transportation (including taxicab)	35,368	34,250	1,118
Walked	27,134	23,022	4,112
Other means	13,349	9,832	3,517
Worked at home	20,196	11,906	8,290
Mean travel time to work (minutes)	26.1	27.3	(NA)

NA Not available.

Source: U.S. Census Bureau, Census 2000, Profile of General Economic Characteristics: 2000, Geographic area: Hawaii, table DP-3 <<http://www.hawaii.gov/dbedt/census2k/profile-state/04015.pdf>> accessed July 23, 2004.

Table 12.04-- LABOR FORCE STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION 16 YEARS AND OVER: ANNUAL AVERAGES, 2001 AND 2002

[Numbers in thousands]

Population group	Persons 16 years and over			16 to 19 years (both sexes)
	Both sexes	Men	Women	
2001				
Civilian noninstitutional population	893	432	461	61
Civilian labor force	606	315	291	28
Percent of population	67.8	72.9	63.1	45.6
Employment	577	300	278	24
Percent of population	64.7	69.3	60.3	38.5
Unemployment	28	15	13	4
Rate 1/	4.6	4.9	4.4	15.6
Error range of rate 2/	4.1 - 5.1	4.1 - 5.7	3.7 - 5.1	11.6 - 19.6
Not in civilian labor force	287	117	170	33
2002				
Civilian noninstitutional population	889	424	465	58
Civilian labor force	582	299	283	21
Percent of population	65.5	70.6	60.8	35.9
Employment	557	285	272	17
Percent of population	62.7	67.2	58.5	29.7
Unemployment	25	14	11	4
Rate 1/	4.2	4.7	3.8	17.3
Error range of rate 2/	3.7 - 4.7	3.9 - 5.5	3.1 - 4.5	12.3 - 22.3
Not in civilian labor force	307	125	182	37

1/ Percent of civilian labor force.

2/ Calculated at the 90-percent confidence interval.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 2001* (Bulletin 2556, March 2003), table 12 <<http://stats.bls.gov/opub/gp/pdf/gp01full.pdf>>; and *Ibid, 2002* (Bulletin 2564, February 19, 2004 <http://stats.bls.gov/opub/gp/pdf/gp02_12.pdf> accessed March 31, 2004 and calculations by Hawaii State Department of Business, Economic Development & Tourism.

Table 12.05-- CIVILIAN LABOR FORCE, AND UNEMPLOYMENT RATE, TOTAL AND FEMALE, BY RACE AND HISPANIC ORIGIN: 2004

[Totals may not add due to rounding. Estimates from 2004 Annual Local Area Unemployment Statistics (LAUS), based on 2000 Census]

Race or origin 1/	Civilian labor force		Unemployed (percent)	
	Both sexes	Female	Both sexes	Female
All races	615,800	298,150	3.3	2.9
One race				
White	158,500	72,600	3.0	2.9
Black or African American	7,100	2,850	5.0	5.9
American Indian and Alaska Native	1,450	700	7.4	9.2
Asian	275,200	138,900	2.2	1.8
Native Hawaiian and other Pacific Islander	51,700	24,500	6.3	5.6
Some other race	6,400	2,850	4.9	5.4
Two or more races	115,450	55,700	4.5	4.2
Minority group 2/ Hispanic or Latino	457,300 36,650	225,500 18,100	3.4 5.5	2.9 5.3

1/ Based on census definitions. Persons of mixed race are classified by self-identification.

2/ All races except White.

Source: Hawaii State Department of Labor and Industrial Relations, "Affirmative Action Programs" (May 2004) <http://www.hiwi.org/admin/uploadedPublications/1492_T11fe04StateCty.pdf> accessed May 25, 2005.

**Table 12.06-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE:
ANNUAL AVERAGES, 1980 TO 2004**

[These estimates incorporate the March, 2005 redesign of the Cooperative Federal (U.S. Bureau of Labor Statistics) - State (Hawaii State Department of Labor & Industrial Relations) "Local Area Unemployment Statistics" (LAUS) program]

Year	Labor force	Employed	Unemployed	
			Number	Percent
1980	441,001	419,753	21,248	4.8
1981	451,729	428,519	23,210	5.1
1982	459,745	432,473	27,272	5.9
1983	471,906	444,018	27,888	5.9
1984	477,105	451,382	25,723	5.4
1985	483,830	459,416	24,414	5.0
1986	495,833	473,494	22,339	4.5
1987	511,268	492,721	18,547	3.6
1988	519,455	503,770	15,685	3.0
1989	527,767	515,233	12,534	2.4
1990	551,028	537,620	13,408	2.4
1991	563,044	547,351	15,693	2.8
1992	576,009	551,563	24,446	4.2
1993	581,745	556,331	25,414	4.4
1994	585,818	555,749	30,069	5.1
1995	589,479	557,042	32,437	5.5
1996	596,753	561,683	35,070	5.9
1997	601,664	566,766	34,898	5.8
1998	604,302	570,152	34,150	5.7
1999	606,660	576,314	30,346	5.0
2000	607,764	583,197	24,567	4.0
2001	613,012	586,754	26,258	4.3
2002	608,779	584,054	24,725	4.1
2003	612,498	588,637	23,861	3.9
2004	615,811	595,772	20,039	3.3

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, Statewide, Hawaii, Not Seasonally Adjusted <<http://data.bls.gov/cgi-bin/dsrv?la>> accessed May 9, 2005.

**Table 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,
BY COUNTY: ANNUAL AVERAGE, 1990 TO 2004**

[These labor force estimates incorporate the March, 2005 redesign of the Cooperative Federal (U.S. Bureau of Labor Statistics) - State (Hawaii State Department of Labor & Industrial Relations) "Local Area Unemployment Statistics" (LAUS) program. Details may not add exactly to the totals and subtotals shown because of rounding]

Year	City and County of Honolulu	County of Hawaii	County of Kauai	County of Maui
Civilian labor force				
1990 1/	409,270	58,353	26,114	57,293
1991 1/	412,024	62,598	28,052	60,371
1992 1/	418,007	64,257	28,926	64,820
1993 1/	423,195	64,858	28,169	65,524
1994 1/	425,445	65,478	28,553	66,342
1995 1/	427,981	65,398	28,869	67,229
1996 1/	432,002	67,391	29,020	68,340
1997 1/	433,594	69,302	28,812	69,957
1998 1/	434,714	69,484	29,027	71,077
1999 1/	433,351	70,770	29,497	73,042
2000 2/	(NA)	(NA)	(NA)	(NA)
2001 2/	(NA)	(NA)	(NA)	(NA)
2002 2/	(NA)	(NA)	(NA)	(NA)
2003 2/	(NA)	(NA)	(NA)	(NA)
2004 3/	431,500	78,600	31,600	74,100
Civilian employed				
1990 1/	401,256	56,303	25,179	54,883
1991 1/	403,590	59,765	26,893	57,103
1992 1/	406,390	59,425	26,138	59,611
1993 1/	409,887	59,920	24,512	62,012
1994 1/	408,770	59,424	25,056	62,499
1995 1/	409,538	59,117	25,769	62,617
1996 1/	410,989	61,212	25,746	63,736
1997 1/	412,821	62,877	25,855	65,213
1998 1/	413,624	63,407	26,418	66,703
1999 1/	414,281	65,237	27,470	69,327
2000 2/	(NA)	(NA)	(NA)	(NA)
2001 2/	(NA)	(NA)	(NA)	(NA)
2002 2/	(NA)	(NA)	(NA)	(NA)
2003 2/	(NA)	(NA)	(NA)	(NA)
2004 3/	417,800	75,600	30,550	71,850

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**Table 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,
BY COUNTY: ANNUAL AVERAGE, 1990 TO 2004 -- Con.**

Year	City and County of Honolulu	County of Hawaii	County of Kauai	County of Maui
Unemployed				
1990 1/	8,014	2,050	935	2,410
1991 1/	8,434	2,833	1,159	3,268
1992 1/	11,617	4,832	2,788	5,209
1993 1/	13,308	4,938	3,657	3,512
1994 1/	16,675	6,054	3,497	3,843
1995 1/	18,443	6,281	3,100	4,612
1996 1/	21,013	6,179	3,274	4,604
1997 1/	20,773	6,425	2,957	4,744
1998 1/	21,090	6,077	2,609	4,374
1999 1/	19,070	5,533	2,027	3,715
2000 2/	(NA)	(NA)	(NA)	(NA)
2001 2/	(NA)	(NA)	(NA)	(NA)
2002 2/	(NA)	(NA)	(NA)	(NA)
2003 2/	(NA)	(NA)	(NA)	(NA)
2004 3/	13,650	3,050	1,050	2,250
Percent unemployed				
1990 1/	2.0	3.5	3.6	4.2
1991 1/	2.0	4.5	4.1	5.4
1992 1/	2.8	7.5	9.6	8.0
1993 1/	3.1	7.6	13.0	5.4
1994 1/	3.9	9.2	12.2	5.8
1995 1/	4.3	9.6	10.7	6.9
1996 1/	4.9	9.2	11.3	6.7
1997 1/	4.8	9.3	10.3	6.8
1998 1/	4.9	8.7	9.0	6.2
1999 1/	4.4	7.8	6.9	5.1
2000 2/	(NA)	(NA)	(NA)	(NA)
2001 2/	(NA)	(NA)	(NA)	(NA)
2002 2/	(NA)	(NA)	(NA)	(NA)
2003 2/	(NA)	(NA)	(NA)	(NA)
2004 3/	3.2	3.9	3.3	3.1

NA Not available.

1/ Reflects 2000 Census-based geography and new model-based controls at the state level.

2/ U.S. Bureau of Labor Statistics announced revision of county estimates is underway.

3/ Hawaii DLIR 2004 benchmarked data are preliminary, rounded to the nearest 50 except for the unemployment rate, and subject to approval by BLS.

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, Counties and equivalents, Hawaii, Not Seasonally Adjusted <<http://data.bls.gov/cgi-bin/dsrv?la>> accessed June 21, 2005; Hawaii State Department of Labor & Industrial Relations, Unemployment/Labor Force Estimates, Not Seasonally Adjusted <<http://www.hiwi.org/article.asp?ARTICLEID=463&PAGEID=94&SUBID=>>> accessed June 21, 2005.

**Table 12.08-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:
ANNUAL AVERAGES, 2003**

[Percent distributions. Includes all eligible claimants who filed new claims for unemployment insurance benefits during the year. Includes both intrastate and interstate agent claimants]

Characteristic	Percent	Characteristic	Percent
Total	100.0	Industry - Con. 1/:	
		Other-services	3.1
Age:		Information not available	17.8
Under 22 years	2.0	Occupation:	
22 to 24 years	4.4	Management	7.1
25 to 34 years	22.8	Business & financial	1.5
35 to 44 years	27.1	Computer & mathematical	1.3
45 to 54 years	25.6	Architecture & engineering	0.5
55 to 64 years	14.6	Life, phys. & social science	0.8
65 years and over	3.5	Community & social serv.	1.6
Sex:		Legal	0.4
Male	57.8	Educ., training & library	2.3
Female	42.2	Arts & entertainment	1.6
Duration:		Healthcare, pract. & tech.	1.0
1 to 4 weeks	38.8	Healthcare support	1.8
5 to 14 weeks	36.1	Protective-service	2.4
15 weeks and over	25.1	Food preparation & services	6.9
Industry 1/:		Building & grounds & maint.	3.3
Government - state	4.7	Personal care & service	2.8
Government - county	1.3	Sales-related	7.5
Agriculture	2.9	Office & admin-support	14.4
Utilities	0.1	Farming, fishing & forestry	2.1
Construction	20.0	Construction & extraction	13.0
Manufacturing	1.2	Installation & repair	2.2
Wholesale	2.0	Production	2.0
Retail trades	4.5	Transportation & moving	4.5
Transportation	4.7	Information not available	19.1
Information	3.0	Race 2/:	
Finance & insurance	1.8	American Indian	0.8
Real estate	1.8	Chinese	4.8
Prof., scientific & tech.	3.3	Filipino	17.0
Management	0.2	Japanese	11.3
Administrative & waste-mgt.	9.9	Other Asians	3.0
Education	0.8	Black	1.9
Health & social	5.7	Hawaiian	18.0
Arts & entertainment	1.4	Other Pacific Islander	3.9
Accommodation & food	9.9	White & Latino	25.6
		Others	13.6

Continued on next page.

**Table 12.08-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:
ANNUAL AVERAGES, 2003 -- Con.**

1/ Mining and Public Administration had 2 claimants or less than 0.05 percent.

2/ Information Not Available had 2 claimants or less than 0.05 percent.

Source: Hawaii State Department of Labor and Industrial Relations, *Characteristics of the Insured Unemployed in Hawaii 2003* <<http://www.state.hi.us/dlir/rs/loihi/OMI/UI/03CIU.HTM>> accessed November 1, 2004.

**Table 12.09-- WAGE AND SALARY JOBCOUNT: ANNUAL AVERAGES,
1990 TO 2004**

[Persons holding more than one job are counted in each position. As a result, these data differ from corresponding estimates of employment, reported elsewhere in this section. Active-duty armed forces are excluded, unless also employed in civilian jobs. Persons not working because of labor disputes are included. Data for the component nonagriculture jobs are rounded to the nearest 50 except for 1990-2000, which are rounded to the nearest 100. Totals may not add due to rounding]

Year	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County
1990	538,600	413,550	49,000	25,250	50,850
1991	548,650	417,850	51,650	26,350	52,850
1992	552,100	420,200	51,400	25,700	54,900
1993	547,350	416,900	50,900	23,450	56,200
1994	544,100	413,700	50,250	23,950	56,350
1995	540,200	410,250	49,550	24,450	56,000
1996	538,100	406,750	50,750	24,150	56,250
1997	538,800	405,550	51,850	24,200	57,150
1998	538,900	403,150	52,400	24,700	58,500
1999	542,700	403,700	53,350	25,500	60,250
2000	559,300	414,300	56,000	26,550	62,450
2001	563,600	415,800	1/ 57,500	26,300	64,000
2002	564,050	414,900	58,350	26,750	64,000
2003 2/	574,850	421,900	60,100	27,800	64,900
2004 2/	589,600	431,050	62,200	28,800	67,550

1/ Revised from previous *Data Book*.

2/ Data were rebenchmarked by Department of Labor & Industrial Relations.

Source: Hawaii State Department of Labor and Industrial Relations, Current Employment Statistics Non-agricultural Wage and Salary Jobs by County - Not Seasonally Adjusted, Historical Jobcount Series <<http://www.hiwi.org/article.asp?ARTICLEID=515&PAGEID=94&SUBID=>> accessed March 10, 2005.

**Table 12.10-- JOBCOUNT, BY NAICS INDUSTRY: ANNUAL AVERAGES,
2000 TO 2004**

[Data rounded to nearest 50, except for 2000, which is rounded to the nearest 100. Totals may not add due to rounding or residual categories. Data are according to the North American Industrial Classification System]

Industry	2000	2001	2002	2003 1/	2004 1/
Nonagriculture, wage & salary	551,400	554,950	556,750	567,650	582,300
Natural resources, mining, construction	24,800	24,700	26,000	27,950	29,300
Manufacturing	16,400	16,400	15,200	15,000	15,450
Durable goods	4,200	4,400	4,050	4,100	4,350
Non-durable goods	12,300	12,000	11,200	10,950	11,100
Trade, transportation & utilities	110,800	110,950	106,750	107,900	112,100
Wholesale trade	16,200	16,450	16,400	16,700	17,000
Retail trade	66,300	66,100	64,000	64,350	66,950
Transportation, warehousing & utilities	28,200	28,400	26,350	26,800	28,150
Utilities	2,700	2,700	2,700	2,700	2,700
Transportation & warehousing	25,500	25,700	23,650	24,100	25,400
Air Transportation	10,600	10,550	9,750	10,000	10,250
Information	12,300	11,850	11,450	10,450	10,700
Telecommunications	5,200	4,950	4,400	4,000	3,750
Financial activities	29,500	28,050	27,700	28,350	28,700
Finance & insurance	17,000	15,850	15,800	16,100	16,400
Real estate, rental, leasing	12,500	12,200	11,900	12,300	12,300
Professional & business services	61,500	63,950	67,250	69,650	70,600
Education & health services	59,900	61,800	63,300	65,350	67,400
Education services	11,200	11,650	12,150	12,650	13,050
Health care & social assistance	48,700	50,100	51,150	52,700	54,350
Ambulatory health care services 2/	17,700	18,200	19,450	20,550	21,300
Hospitals 2/	14,700	14,550	13,900	13,950	14,100
Nursing & residential care facilities	5,400	5,650	5,900	6,050	6,300
Social assistance	10,900	11,750	11,950	12,150	12,650
Leisure and hospitality	99,600	99,200	97,400	99,700	103,750
Arts, entertainment & recreation	10,800	11,100	10,900	11,100	11,500
Accommodation & food services	88,800	88,100	86,500	88,600	92,250
Accommodation	38,300	37,900	36,150	36,750	37,850
Food services and drinking places	50,500	50,200	50,350	51,850	54,400
Full-service restaurants	25,600	25,500	25,650	26,300	28,000
Other services	22,100	23,550	23,700	24,200	24,200
Government	114,600	114,450	117,950	119,150	120,050
Federal	31,000	30,100	30,650	31,650	31,450
Department of Defense	15,500	15,650	15,850	16,450	16,650
Naval Shipyard	(3/)	4,700	4,950	4,750	4,250
State	66,900	67,300	70,150	70,550	71,500
Education (DOE & UH)	43,200	44,000	46,200	46,900	46,150
Local	16,700	17,100	17,150	16,950	17,100
Agriculture	7,900	7,400	7,200	7,100	7,300

1/ Data were benchmarked in March, 2005.

2/ Revised from previous *Data Book*.

3/ New series from 2001.

Source: Hawaii State Department of Labor and Industrial Relations, State of Hawaii, Not Seasonally Adjusted Jobcount by Detailed Industry <http://www.hiwi.org/admin/uploadedPublications/525_CESST00S.PDF> accessed March 10, 2005.

Table 12.11-- EMPLOYMENT BY NAICS INDUSTRY: 2000

[Based on the North American Industry Classification System]

Industry	Number	Percent
Employed civilian population 16 years and over	537,909	100.0
Agriculture, forestry, fishing and hunting, and mining	12,119	2.3
Construction	32,180	6.0
Manufacturing	18,979	3.5
Wholesale trade	17,188	3.2
Retail trade	65,693	12.2
Transportation and warehousing, and utilities	33,559	6.2
Information	13,278	2.5
Finance, insurance, real estate, and rental and leasing	37,867	7.0
Professional, scientific, management, administrative, and waste management services	51,039	9.5
Educational, health and social services	102,254	19.0
Arts, entertainment, recreation, accommodation and food services	86,189	16.0
Other services (except public administration)	23,853	4.4
Public administration	43,711	8.1

Source: U.S. Census Bureau, Census 2000, Table DP-3. Profile of Selected Economic Characteristics: 2000, Geographic area: Hawaii <<http://www.hawaii.gov/dbedt/census2k/profile-state/04015.pdf>> accessed July 23, 2004.

**Table 12.12-- JOBCOUNT BY NAICS INDUSTRY, BY COUNTY:
ANNUAL AVERAGES, 2004**

[Data rounded to nearest 50. Totals may not add due to rounding or residual categories. Data are according to the North American Industrial Classification System and were benchmarked in March, 2005]

Industry	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County
Nonagriculture, wage & salary	582,300	428,850	59,500	28,100	65,850
Natural resources, mining, construction	29,300	20,500	4,450	1,350	3,050
Manufacturing	15,450	12,000	1,450	400	1,550
Durable goods	4,350	3,550	350	150	300
Non-durable goods	11,100	8,500	1,100	300	1,250
Trade, transportation & utilities	112,100	79,350	12,900	6,100	13,750
Wholesale trade	17,000	13,800	1,550	450	1,250
Retail trade	66,950	45,000	8,600	4,100	9,300
Transportation, warehousing & utilities	28,150	20,550	2,800	1,550	3,250
Utilities	2,700	(NA)	(NA)	(NA)	(NA)
Transportation & warehousing	25,400	18,850	(NA)	(NA)	(NA)
Air transportation	10,250	8,300	600	350	1,000
Information	10,700	8,950	600	250	950
Telecommunications	3,750	3,050	250	100	400
Financial activities	28,700	22,150	2,450	1,150	2,950
Finance & insurance	16,400	14,050	1,050	400	900
Real estate, rental, leasing	12,300	8,100	(NA)	(NA)	(NA)
Professional & business services	70,600	57,200	4,500	3,150	5,750
Education & health services	67,400	53,400	6,550	2,350	5,100
Education services	13,050	11,050	850	200	950
Health care & social assistance	54,350	42,350	5,700	2,150	4,150
Ambulatory health care services 2/	21,300	15,800	(NA)	(NA)	(NA)
Hospitals 2/	14,100	13,000	(NA)	(NA)	(NA)
Nursing & residential care facilities	6,300	(NA)	(NA)	(NA)	(NA)
Social assistance	12,650	(NA)	(NA)	(NA)	(NA)
Leisure and hospitality	103,750	60,550	13,400	8,400	21,400
Arts, entertainment & recreation	11,500	6,850	1,550	1,000	2,100
Accommodation & food services	92,250	53,700	11,900	7,400	19,300
Accommodation	37,850	15,450	6,800	4,050	11,550
Food services and drinking places	54,400	38,250	5,050	3,350	7,750
Full-service restaurants	28,000	17,500	3,000	2,350	5,100
Other services	24,200	19,050	1,700	750	2,700
Government	120,050	95,700	11,500	4,200	8,650
Federal	31,450	29,000	1,250	500	750
Department of Defense	16,650	16,300	150	150	(1/)
Naval Shipyard	4,250	4,250	-	-	-
State	71,500	55,200	8,000	2,600	5,700
Education (DOE & UH)	46,150	37,000	4,600	1,500	3,050
Local	17,100	11,500	2,300	1,100	2,200
Agriculture	7,300	2,200	2,700	700	1,700

NA Not available.

1/ Fewer than 50.

Source: Hawaii State Department of Labor and Industrial Relations, State of Hawaii, Not Seasonally Adjusted Jobcount by Detailed Industry <<http://www.hiwi.org/article.asp?ARTICLEID=515&PAGEID=94&SUBID=>> accessed March 10, 2005.

Table 12.13-- OCCUPATION: 2000

Occupation	Number	Percent
Employed civilian population 16 years and over	537,909	100.0
Management, professional, and related occupations	173,437	32.2
Service occupations	112,660	20.9
Sales and office occupations	151,025	28.1
Farming, fishing, and forestry occupations	6,909	1.3
Construction, extraction, and maintenance occupations	46,054	8.6
Production, transportation, and material moving occupations	47,824	8.9

Source: U.S. Census Bureau, Census 2000, Profile of General Economic Characteristics: 2000, Geographic area: Hawaii, table DP-3 <<http://www.hawaii.gov/dbedt/census2k/profile-state/04015.pdf>> accessed July 23, 2004.

Table 12.14-- EMPLOYMENT BY CLASS OF WORKER: 1940 TO 2000

[Persons 14 years and over through 1960; 16 years and over thereafter]

Year	All employed civilians	Private wage and salary workers	Government workers	Self-employed workers 1/	Unpaid family workers
1940	153,796	113,551	18,553	15,967	5,725
1950	167,571	111,036	34,400	19,192	2,943
1960	209,370	144,602	46,078	17,009	1,681
1970	285,556	200,912	70,547	12,832	1,265
1980	415,181	300,315	90,401	22,965	1,500
1990	529,059	385,061	107,777	34,291	1,930
2000	537,909	381,606	112,999	41,109	2,195

1/ In own not incorporated business.

Source: U.S. Bureau of the Census, *U.S. Census of Population: 1960, General Social and Economic Characteristics, Hawaii*, Final Report PC (1)-13C (February 1962), table 56; *1970 Census of Population, General Social and Economic Characteristics, Hawaii*, PC(1)-C13 (December 1971), table 56; *1980 Census of Population, General Social and Economic Characteristics, Hawaii*, PC80-1-C-13 (June 1983), table 67; *1990 Census of Population, Social and Economic Characteristics, Hawaii*, 1990 CP-2-13 (September 1993), table 27; Census 2000, Table DP-3. Profile of Selected Economic Characteristics: 2000, Geographic area: Hawaii <<http://www.hawaii.gov/dbedt/census2k/profile-state/04015.pdf>> accessed July 23, 2004.

**Table 12.15-- FULL- AND PART-TIME EMPLOYMENT, BY TYPE AND
BY STATUS: 1969 TO 2003**

[In number of jobs, full-time plus part-time, by place of work. Full-time and part-time jobs are counted at equal weight. Employees, sole proprietors, and active partners are included, but unpaid family workers and volunteers are not included. Proprietors employment consists of the number of sole proprietorships and the number of partners in partnerships]

Year	Total	By type		By status	
		Wage and salary	Proprietors	Civilian	Military
1969	415,912	368,900	47,012	346,309	69,603
1970	433,555	385,181	48,374	364,606	68,949
1971	436,830	389,108	47,722	371,244	65,586
1972	452,960	400,094	52,866	386,610	66,350
1973	473,087	418,518	54,569	402,547	70,540
1974	485,226	425,912	59,314	414,330	70,896
1975	499,203	434,443	64,760	427,061	72,142
1976	504,799	440,767	64,032	435,629	69,170
1977	509,265	448,947	60,318	442,869	66,396
1978	526,720	468,604	58,116	460,304	66,416
1979	556,274	488,216	68,058	491,170	65,104
1980	575,172	499,373	75,799	508,715	66,457
1981	569,091	497,864	71,227	506,147	62,944
1982	568,346	493,679	74,667	505,718	62,628
1983	578,803	503,830	74,973	512,940	65,863
1984	585,159	511,496	73,663	516,753	68,406
1985	601,526	525,185	76,341	532,622	68,904
1986	615,717	535,144	80,573	548,026	67,691
1987	647,271	559,118	88,153	578,209	69,062
1988	673,864	575,550	98,314	605,051	68,813
1989	702,226	602,977	99,249	633,756	68,470
1990	730,455	625,026	105,429	663,230	67,225
1991	751,385	635,381	116,004	683,901	67,484
1992	752,950	640,814	112,136	686,135	66,815
1993	748,657	632,457	116,200	684,201	64,456
1994	743,524	625,696	117,828	680,899	62,625
1995	739,952	617,601	122,351	681,314	58,638
1996	739,463	613,922	125,541	682,518	56,945
1997	740,028	613,342	126,686	683,510	56,518
1998	742,198	612,716	129,482	686,579	55,619
1999	742,096	614,920	127,176	688,811	53,285
2000	763,284	630,849	132,435	710,501	52,783
2001	767,077	635,278	131,799	712,615	54,462
2002	772,941	637,183	135,758	718,792	54,149
2003	788,405	648,176	140,229	734,107	54,298

Source: U.S. Bureau of Economic Analysis, State Annual Personal Income, Income and employment tables by SIC industry, 1969-2001 (SA25) and Income and employment tables by NAICS industry, 2001-2003 (SA25N) <<http://www.bea.gov/bea/regional/spi/>> accessed September 28, 2004.

**Table 12.16-- CIVILIAN EMPLOYMENT, FULL- AND PART-TIME:
ANNUAL AVERAGES, 2000 TO 2002**

[Number in thousands]

Year and population group	Total	Men	Women	16 to 19 years (both sexes)
2000				
Full- and part-time	570	291	279	20
Full-time Total	456	245	211	4
Full-time not at work	19	8	11	(1/)
Part-time total	114	46	68	16
Economic reasons	19	11	9	1
Non- economic reasons	88	33	55	14
Not at work	7	2	5	1
2001				
Full- and part-time	578	300	278	10
Full-time Total	468	257	211	8
Full-time not at work	19	8	11	16
Part-time total	110	43	67	2
Economic reasons	19	8	11	13
Non- economic reasons	83	33	50	1
Not at work	8	3	5	4
2002				
Full- and part-time	557	285	272	17
Full-time Total	457	246	211	4
Full-time not at work	17	7	9	(2/)
Part-time total	100	39	61	13
Economic reasons	18	8	10	(2/)
Non- economic reasons	75	29	46	11
Not at work	7	(2/)	5	(2/)

1/ Less than 500 persons.

2/ Data are not shown when the labor force base does not meet BLS publication standards of reliability.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment 2002* (Bulletin 2564, February 19, 2004), table 13 <http://www.bls.gov/opub/gp/pdf/gp02_19.pdf> accessed March 31, 2004, and earlier reports; and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.17-- OCCUPATION OF EMPLOYED CIVILIANS, BY SEX:
ANNUAL AVERAGES, 2001 AND 2002**

Occupation	Both sexes	Men	Women
2001			
All occupations (number employed in thousands)	577	300	278
Percent	100.0	100.0	100.0
Managerial and professional specialty			
Executive, administrative, and managerial	14.7	15.2	14.3
Professional specialty	13.9	12.0	16.0
Technical, sales, and administrative support			
Technicians and related support	2.8	2.8	2.9
Sales	13.1	10.2	16.3
Administrative support, including clerical	14.0	5.5	23.2
Service occupations	20.1	19.8	20.5
Precision production, craft, and repair	9.8	17.4	1.7
Operators, fabricators, and laborers			
Machine operators, assemblers, and inspectors	1.9	2.1	1.7
Transportation and material moving	3.3	6.0	0.4
Handlers, equipment cleaners, helpers, and laborers	3.1	4.4	1.6
Farming, forestry, and fishing	3.1	4.8	1.4
2002			
All occupations (number employed in thousands)	557	285	272
Percent	100.0	100.0	100.0
Managerial and professional specialty			
Executive, administrative, and managerial	15.2	15.9	14.6
Professional specialty	15.5	12.3	18.8
Technical, sales, and administrative support			
Technicians and related support	2.9	3.1	2.7
Sales	11.6	8.6	14.8
Administrative support, including clerical	14.2	5.9	22.9
Service occupations	18.3	17.5	19.1
Precision production, craft, and repair	9.3	17.3	1.0
Operators, fabricators, and laborers			
Machine operators, assemblers, and inspectors	1.6	1.5	1.7
Transportation and material moving	4.0	6.7	1.1
Handlers, equipment cleaners, helpers, and laborers	3.8	6.2	1.2
Farming, forestry, and fishing	3.6	5.0	2.2

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 2001* (Bulletin 2556, April 2003), table 15 <<http://stats.bls.gov/opub/gp/pdf/gp01full.pdf>> and *Ibid, 2002* (Bulletin 2564 February 19, 2004), table 15 <http://stats.bls.gov/opub/gp/pdf/gp02_15.pdf> accessed March 31, 2004.

Table 12.18-- MULTIPLE JOBHOLDERS, NUMBERS AND PERCENT OF EMPLOYED FOR HAWAII AND PERCENT OF EMPLOYED FOR THE UNITED STATES: ANNUAL AVERAGES, 1999 TO 2003

[The employed count incorporates the March, 2005 redesign of the Cooperative Federal (U.S. Bureau of Labor Statistics) - State (Hawaii State Department of Labor & Industrial Relations) "Local Area Unemployment Statistics" (LAUS) program]

Subject	1999	2000	2001	2002	2003
Hawaii					
Employed, 16 years & over	1/ 576,300	1/ 583,200	1/ 586,800	1/ 584,100	1/ 588,600
Multiple jobholders	1/ 56,500	1/ 54,200	1/ 57,500	1/ 47,900	1/ 44,700
Percent of employed	9.8	9.3	9.8	8.2	7.6
Rank 2/	4	4	3	8	13
United States					
Multiple jobholders as percent of employed	5.8	5.6	5.4	5.3	5.3

1/ Revised from previous *Data Book*.

2/ Rank among 50 states and the District of Columbia. Rank of 1 for highest percentage of multiple jobholders.

Source: Unpublished data from Current Population Survey microdata, supplied by the U.S. Bureau of Labor Statistics, and the Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office.

**Table 12.19-- WORKERS 16 YEARS AND OVER, BY PLACE OF RESIDENCE
AND PLACE OF WORK: APRIL 1, 2000**

Place of residence	Place of work				
	Total	City and County of Honolulu	Hawaii County	Kauai County	Maui County 1/
Total	562,982	411,890	63,233	26,138	61,721
State of Hawaii:	559,548	409,125	62,937	26,077	61,409
City and County of Honolulu	409,348	407,722	734	192	700
Hawaii County	63,103	761	62,122	22	198
Kauai County	26,116	259	33	25,739	85
Maui County 1/	60,981	383	48	124	60,426
U.S. states (excluding Hawaii) 2/	3,434	2,765	296	61	312

1/ Includes Kalawao County.

2/ Persons who are residents of other states and work in Hawaii.

Source: U.S. Census Bureau, "Residence County to Workplace County Flows for Hawaii Sorted by Workplace State and County" <<http://www.census.gov/population/www/cen2000/commuting.html>> accessed March 7, 2003.

Table 12.20-- EMPLOYMENT AND WAGES: 1995 TO 2003

[Workers covered by the Hawaii Employment Security Law and Unemployment Compensation for Federal Employees classified by industry. Prior to 2001, industries were classified according to the Standard Industrial Classification and, after, to the North American Industrial Classification System]

Year	Number of reporting units, December 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
TOTAL, INCLUDING GOVERNMENT				
1995	30,479	535,750	14,456,304	26,983
1996	31,254	533,310	14,591,094	27,359
1997	31,188	534,050	15,143,623	28,356
1998	31,259	534,140	15,505,321	29,029
1999	31,263	537,678	16,016,370	29,788
2000	33,560	552,955	16,935,897	30,628
2001	34,294	557,041	17,402,683	31,241
2002	34,679	558,494	18,245,223	32,669
2003	35,799	569,538	19,213,203	33,735
TOTAL, EXCLUDING GOVERNMENT				
1995	30,473	428,058	11,099,619	25,930
1996	31,248	426,936	11,256,765	26,366
1997	31,182	426,887	11,516,562	26,978
1998	31,253	426,255	11,790,625	27,661
1999	31,257	429,179	12,083,701	28,155
2000	33,554	443,221	12,932,829	29,179
2001	34,288	446,032	13,292,645	29,802
2002	34,673	444,376	13,750,473	30,943
2003	35,793	454,108	14,516,099	31,966
PRIVATE NON-AGRICULTURAL				
1995	29,774	417,728	10,865,476	26,011
1996	30,548	416,873	11,032,864	26,466
1997	30,467	416,773	11,285,401	27,078
1998	30,531	415,620	11,547,237	27,783
1999	30,516	418,402	11,830,068	28,274
2000	32,725	432,185	12,659,300	29,291
2001 2/	33,838	438,283	13,105,583	29,902
2002 2/	34,225	436,743	13,561,708	31,052
2003 2/	35,337	446,437	14,322,498	32,082

1/ Beginning in 1986, includes employers reporting 1 or more employees at any time during the year, even if they reported no employees for December. Beginning in 1991, data were collected at the establishment (rather than county) level. Nonprofit employers and employers with zero employment are included.

2/ 'Total, excluding government' less 'Goods-producing, Code 11 - Agriculture, forestry, fishing and hunting'.

Source: Hawaii State Department of Labor and Industrial Relations, *Employment and Payrolls in Hawaii* (annual) and records and <http://www.hiwi.org/admin/uploadedPublications/1300_ES2003.pdf> accessed November 29, 2004.

Table 12.21-- EMPLOYMENT AND WAGES, BY COUNTY: 2003

[Workers covered by the Hawaii Employment Security Law and Unemployment Compensation for Federal Employees classified by industry. Prior to 2001, industries classified according to the Standard Industrial Classification and, subsequently, to the North American Industrial Classification System]

County	Number of reporting units, December 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
TOTAL, INCLUDING GOVERNMENT				
State total	35,799	569,538	19,213,203	33,735
City and County of Honolulu	24,383	417,477	14,617,729	35,014
Hawaii County	4,591	59,124	1,774,665	30,016
Kauai County	2,125	27,854	809,120	29,049
Maui County	4,706	65,084	2,011,689	30,909
TOTAL, EXCLUDING GOVERNMENT				
State total	35,793	454,108	14,516,099	31,966
City and County of Honolulu	24,380	325,916	10,865,252	33,338
Hawaii County	4,588	48,070	1,337,301	27,820
Kauai County	2,122	23,646	640,026	27,067
Maui County	4,703	56,477	1,673,521	29,632

1/ Nonprofit employers and employers with zero employment are included.

Source: Hawaii State Department of Labor and Industrial Relations, *2003 Employment and Payrolls in Hawaii* <http://www.hiwi.org/admin/uploadedPublications/1300_ES2003.pdf> accessed November 29, 2004.

Table 12.22-- EMPLOYMENT AND WAGES, BY NAICS INDUSTRY: 2003

[Workers covered by the the Hawaii Employment Security Law and Unemployment Compensation for Federal Employees classified by industry. Prior to 2001, industries classified according to the Standard Industrial Classification and, subsequently, to the North American Industrial Classification System]

NAICS code 1/	Industry	Number of reporting units, December 2/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
	Total, including government	35,799	569,538	19,213,203	33,735
	Government	6	115,430	4,697,104	40,692
	Federal	1	31,627	1,651,853	52,229
	State	1	66,865	2,328,608	34,826
	County	4	16,938	716,642	42,310
	Total, excluding government	35,793	454,108	14,516,099	31,966
11	Agriculture, forestry, fishing and hunting	456	7,671	193,601	25,238
22	Utilities	70	2,691	190,166	70,667
23	Construction	3,180	27,677	1,371,370	49,549
31-33	Manufacturing	1,128	14,948	469,851	31,432
311	Food manufacturing	319	6,288	158,236	25,165
315	Apparel manufacturing	107	1,149	24,224	21,082
42	Wholesale trade	2,168	16,755	678,320	40,485
44-45	Retail trade	4,918	64,522	1,547,745	23,988
48-49	Transportation and warehousing	981	24,113	874,642	36,273
487	Scenic and sightseeing transportation	222	3,202	77,132	24,089
51	Information	716	10,582	480,645	45,421
52	Finance and insurance	1,508	16,070	818,655	50,943
53	Real estate, rental & leasing	1,977	12,347	424,636	34,392
54	Prof. and tech. services	3,882	22,424	1,110,498	49,523
56	Administrative and waste services	2,402	40,523	975,570	24,074
61	Educational services	584	11,562	337,301	29,173
62	Health care and soc. assist.	3,328	52,332	1,920,494	36,698
621	Amb. health care services	2,561	21,939	1,021,607	46,566
622	Hospitals	18	12,590	513,452	40,783
623	Nursing and resid. care fac.	123	6,041	151,072	25,008
624	Social assistance	626	11,762	234,363	19,925
71	Arts, entertain., and recrea.	569	11,102	227,021	20,449
72	Accom. and food services	3,447	88,515	1,904,253	21,513
81	Other serv., exc. public adm.	3,769	23,214	561,915	24,206
99	Unclassified	317	69	3,043	44,100

1/ North American Industry Classification System.

2/ Nonprofit employers and employers with zero employment are included.

Source: Hawaii State Department of Labor and Industrial Relations, *2003 Employment and Payrolls in Hawaii* <http://www.hiwi.org/admin/uploadedPublications/1300_ES2003.pdf> accessed November 29, 2004.

Table 12.23-- AVERAGE ANNUAL WAGE FOR EMPLOYEES COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, IN CURRENT AND CONSTANT DOLLARS: 1969 TO 2003

[Including government]

Year	Current dollars	1982-1984 dollars 1/	Year	Current dollars	1982-1984 dollars 1/
1969	6,876	17,452	1987	19,060	16,588
1970	7,424	17,889	1988	20,454	16,807
1971	7,677	17,771	1989	21,635	16,810
1972	7,989	17,913	1990	23,109	16,734
1973	8,479	18,195	1991	24,051	16,251
1974	9,087	17,645	1992	25,532	16,462
1975	9,767	17,348	1993	26,544	16,580
1976	10,347	17,508	1994	26,718	16,242
1977	10,903	17,557	1995	26,983	16,052
1978	11,630	17,384	1996	27,359	16,028
1979	12,429	16,728	1997	28,356	16,496
1980	13,548	16,323	1998	29,029	16,927
1981	14,471	15,781	1999	29,788	17,189
1982	15,367	15,810	2000	30,628	17,373
1983	16,115	16,229	2001	31,241	17,512
1984	16,714	16,149	2002	32,669	18,119
1985	17,335	16,231	2003	33,735	18,285
1986	18,069	16,516			

1/ Current dollars deflated by the Consumer Price Index (CPI-U) All Items for Honolulu.

Source: Hawaii State Department of Labor and Industrial Relations, *Employment and Payrolls in Hawaii* (annual) and 1985-2000 <http://www.hiwi.org/admin/uploadedPublications/659_ES8500.txt>, 2001-2003 <<http://www.hiwi.org/article.asp?ARTICLEID=694&PAGEID=94&SUBID=>>>; Hawaii State Department of Business, Economic Development & Tourism, *The Honolulu Consumer Price Index, 1940-1986* (Statistical Report 187, May 30, 1986), as shifted to 1982-1984 base. 1987-2003: U.S. Bureau of Labor Statistics, Consumer Price Index-All Urban Consumers [CPI-U] Honolulu, All Items <<http://www.bls.gov/cpi/home.htm>> and <<http://stats.bls.gov/ro9news.htm>> accessed February 20, 2004; and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.24-- AVERAGE ANNUAL WAGE, IN CURRENT AND
CONSTANT DOLLARS, BY SELECTED INDUSTRIES: 1993 AND 2003**

[Workers covered by the Hawaii Employment Security Law and Unemployment Compensation for Federal Employees classified by industry. Prior to 2001, industries classified according to the Standard Industrial Classification and, subsequently, to the North American Industrial Classification System]

Industry	1993 1/	2003 2/		Percent change, 1993-2003 3/	
		Current dollars	1993 dollars 4/	Current dollars	1993 dollars 4/
All industries	26,544	33,735	29,274	27.1	10.3
Federal	33,991	52,229	45,322	53.7	33.3
State	29,837	34,826	30,220	16.7	1.3
County	32,675	42,310	36,715	29.5	12.4
Private	25,322	31,966	27,739	26.2	9.5

1/ According to the Standard Industrial Classification Code.

2/ According to the North American Industrial Classification System.

3/ The Consumer Price Index-All Urban Consumers [CPI-U] Honolulu, All Items increased 15.2 percent from 1993 to 2003.

4/ Current dollars deflated by the Consumer Price Index (CPI-U) All Items for Honolulu, base shifted to 1993 = 100.

Source: Hawaii State Department of Labor and Industrial Relations, *Employment and Payrolls in Hawaii* (annual); U.S. Bureau of Labor Statistics, Consumer Price Index-All Urban Consumers [CPI-U] Honolulu, All Items <<http://www.bls.gov/cpi/home.htm>> and <<http://stats.bls.gov/ro9news.htm>> accessed February 20, 2004; and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.25-- NONGOVERNMENTAL REPORTING UNITS AND EMPLOYMENT, BY SIZE OF FIRM:
DECEMBER 2003**

County	Subject 1/	All units	Size of firm						
			0 to 4	5 to 9	10 to 19	20 to 49	50 to 99	100 to 249	250 or more
State total	Reporting units	35,793	20,679	6,394	4,209	2,846	968	499	198
	Employment	465,462	30,816	42,358	56,462	85,828	66,037	73,762	110,199
City and County of Honolulu	Reporting units	24,379	14,200	4,155	2,823	1,978	712	373	138
	Employment	333,644	21,008	27,473	37,882	59,950	48,692	55,360	83,279
Hawaii County	Reporting units	4,589	2,617	935	537	334	96	51	19
	Employment	49,570	3,755	6,191	7,175	9,872	6,384	7,567	8,626
Maui County	Reporting units	4,703	2,648	899	607	356	110	52	31
	Employment	57,705	4,139	5,947	8,130	10,687	7,640	7,509	13,653
Kauai County	Reporting units	2,122	1,214	405	242	178	50	23	10
	Employment	24,543	1,914	2,747	3,275	5,319	3,321	3,326	4,641

1/ Multi-establishment employers are counted for each worksite reported, except for the construction industry, which reports separately only for major projects. Some worksites are further distributed by industrial classification.

Source: Hawaii State Department of Labor and Industrial Relations, *2003 Employment and Payrolls in Hawaii* (October 2004), p. 86
<http://www.hiwi.org/admin/uploadedPublications/1300_ES2003.pdf> accessed October 1, 2004

**Table 12.26-- ANNUAL AVERAGE WAGES, TOTAL AND PRIVATE
INDUSTRY: 1990 TO 2003**

[Based on data submitted by employers subject to State unemployment insurance (UI) laws, and by Federal agencies subject to the Unemployment Compensation for Federal Employees (UCFE) program. Data are final]

Year	Annual average wages (dollars)		Hawaii as percent of U.S		Rank 1/	
	Total	Private only	Total	Private only	Total	Private only
1990	23,167	22,244	98.2	95.6	13	18
1991	24,104	23,176	98.1	95.9	13	19
1992	25,613	24,585	98.9	96.2	13	19
1993	26,325	25,312	99.9	97.6	12	16
1994	26,746	25,647	99.3	96.8	13	17
1995	26,977	25,913	96.9	94.4	16	21
1996	27,352	26,371	94.4	92.3	22	23
1997	28,357	26,979	93.4	89.7	24	28
1998	29,036	27,672	90.9	87.1	26	30
1999	29,794	28,163	89.4	84.7	27	32
2000	30,628	29,179	86.7	82.6	29	32
2001	31,253	29,816	86.3	82.5	31	34
2002	32,671	30,947	88.9	84.7	27	32
2003	33,742	31,974	89.3	85.2	26	31

1/ Rank of 1 indicates the highest annual wages per employee. District of Columbia is included.

Source: U.S. Bureau of Labor Statistics, *Employment and Wages, Annual Averages* (annual), tables 5 and 10; and for 1997-2002 <<http://www.bls.gov/cew/>> accessed July 13, 2004; and for 2001-2002 <<http://www.bls.gov/cew/state2002.txt>> and <<http://www.bls.gov/cew/cewbultn02.htm>>.

Table 12.27-- WORKERS, EARNINGS AND HOURS IN SPECIFIED INDUSTRIES: ANNUAL AVERAGES, 2001 TO 2004

[2003 and 2004 data have been benchmarked. Number of production workers rounded to nearest 50]

Subject	2001	2002	2003	2004
Production workers				
Natural resources, mining and construction	18,200	19,450	20,700	21,800
Manufacturing	11,550	10,350	1/ 10,050	10,750
Trade, transportation and utilities	92,450	88,300	1/ 89,000	92,500
Wholesale trade	13,550	13,200	13,450	13,400
Retail trade	56,550	54,800	1/ 54,850	57,300
Information	8,900	8,300	7,950	9,200
Financial activities	18,700	19,200	20,850	21,750
Accommodation and food services	77,950	76,700	1/ 78,150	81,600
Accommodation	34,250	32,450	1/ 32,600	33,550
Food services and drinking places	43,650	44,200	1/ 45,550	48,050
Average weekly earnings (dollars)				
Natural resources, mining and construction	986.65	1,026.63	1,020.96	1,041.27
Manufacturing	474.48	465.29	479.88	510.89
Trade, transportation and utilities	403.50	418.92	437.92	456.17
Wholesale trade	473.50	492.55	551.80	585.60
Retail trade	329.06	335.38	346.63	351.36
Information	702.37	676.01	662.99	638.83
Financial activities	531.18	529.97	553.36	573.83
Accommodation and food services	299.82	302.08	313.88	327.15
Accommodation	432.54	447.90	465.21	484.18
Food services and drinking places	195.07	195.80	205.56	217.71
Average weekly hours				
Natural resources, mining and construction	35.8	37.4	36.0	36.6
Manufacturing	36.0	35.6	37.2	37.9
Trade, transportation and utilities	32.1	32.2	32.2	32.7
Wholesale trade	35.1	35.9	35.6	36.9
Retail trade	30.3	30.6	31.2	30.5
Information	37.4	34.9	33.4	33.1
Financial activities	34.9	33.5	34.2	35.4
Accommodation and food services	28.5	28.1	28.0	28.3
Accommodation	32.4	32.2	32.9	33.6
Food services and drinking places	25.4	25.2	24.5	24.6

Continued on next page.

Table 12.27-- WORKERS, EARNINGS AND HOURS IN SPECIFIED INDUSTRIES: ANNUAL AVERAGES, 2001 TO 2004 -- Con.

Subject	2001	2002	2003	2004
Average hourly earnings (dollars)				
Natural resources, mining and construction	27.56	27.45	28.36	28.45
Manufacturing	13.18	13.07	12.90	13.48
Trade, transportation and utilities	12.57	13.01	13.60	13.95
Wholesale trade	13.49	13.72	15.50	15.87
Retail trade	10.86	10.96	11.11	11.52
Information	18.78	19.37	19.85	19.30
Financial activities	15.22	15.82	16.18	16.21
Accommodation and food services	10.52	10.75	11.21	11.56
Accommodation	13.35	13.91	14.14	14.41
Food services and drinking places	7.68	7.77	8.39	8.85

1/ Revised from previous *Data Book*.

Source: Hawaii State Department of Labor and Industrial Relations, "Hours and Earnings - Selected Industries, Annual Average 2001-2004 and Monthly 2001 - 2005"
 <<http://www.hiwi.org/article.asp?ARTICLEID=413&PAGEID=94&SUBID=>> accessed March 28, 2005.

Table 12.28-- AVERAGE HOURLY PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY: 2000 TO 2004

[In dollars. Wage data are weighted averages, as of the July 1 through July 31 period and cover regular full-time and part-time employees. The 14 job titles are meant to be only illustrative of the 90 reported]

Job classification	Job code	2000	2001	2002	2003	2004
Clerk, entry level	43.03	1/ 2/ 9.94	10.27	9.97	10.69	11.33
Secretary	43.06	1/ 14.76	14.46	14.70	15.19	14.97
Communications operator 3/	43.10	1/ 11.73	13.00	13.31	13.89	12.99
Bookkeeper, full-charge	46.06	1/ 16.03	17.38	17.20	17.41	17.67
Cashier	46.07	1/ 13.33	13.39	13.63	13.87	14.72
Engineering drafting technician	47.01	1/ 18.92	21.41	24.63	23.51	26.38
Housekeeper	48.01	11.53	11.79	12.11	12.63	12.40
Cook, general	48.09	14.59	14.84	15.20	15.64	15.51
Wait help	48.13	6.02	6.20	6.38	6.62	6.94
Laborer, light	50.06	9.30	11.21	12.23	11.86	11.60
Carpenter, maintenance	50.12	18.39	18.60	17.90	18.14	19.45
Electrician, maintenance	50.15	21.56	21.50	22.76	21.53	23.11
Automotive mechanic	50.19	18.21	18.56	18.02	19.80	19.81
Truck driver (trailer)	51.05	13.56	14.64	16.67	14.16	14.07

1/ Hourly wages have been calculated based on 2,080 hours per year.

2/ Revised from previous *Data Book*.

3/ Prior to 2003, this category, job code 43.10, was "Switchboard operator".

Source: Hawaii Employers Council, *Pay Rates in Hawaii* (annual).

Table 12.29-- AVERAGE HOURLY PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY, BY COUNTY: 2004

[In dollars. Wage data are weighted averages, as of the July 1 through July 31 period and cover regular full-time and part-time employees. The 14 job titles are meant to be only illustrative of the 90 reported]

Job classification	Job code	State	Kauai County	City & County of Honolulu	Maui County	Hawaii County
Clerk, entry level	43.03	11.33	10.94	11.43	(1/)	10.54
Secretary	43.06	14.97	(1/)	14.94	15.68	14.44
Communications operator 2/	43.10	12.99	(1/)	12.86	(1/)	(1/)
Bookkeeper, full-charge	46.06	17.67	(1/)	17.57	18.59	17.96
Cashier	46.07	14.72	(1/)	14.98	14.50	14.40
Engineering drafting technician	47.01	26.38	(1/)	(1/)	(1/)	(1/)
Housekeeper	48.01	12.40	10.25	12.69	12.02	12.00
Cook, general	48.09	15.51	(1/)	16.77	16.77	13.27
Wait help	48.13	6.94	(1/)	7.38	(1/)	(1/)
Laborer, light	50.06	11.60	(1/)	11.75	(1/)	(1/)
Carpenter, maintenance	50.12	19.45	(1/)	20.32	(1/)	(1/)
Electrician, maintenance	50.15	23.11	(1/)	26.04	19.84	(1/)
Automotive mechanic	50.19	19.81	(1/)	21.00	19.88	16.39
Truck driver (trailer)	51.05	14.07	(1/)	(1/)	(1/)	(1/)

1/ Not disclosed. Jobs reported by fewer than three facilities or fewer than eight employees reported.

2/ Prior to 2003, this category, job code 43.10, was "Switchboard operator".

Source: Hawaii Employers Council, *Pay Rates in Hawaii* (Research Report Number 4045, October 2004); and calculations by Hawaii State Department of Business, Economic Development & Tourism.

Table 12.30-- EMPLOYMENT AND WAGES OF HAWAII'S 25 LARGEST OCCUPATIONS: NOVEMBER 2003

[In descending order by employment. Self-employed are excluded]

SOC Code 1/	Occupation title	Employment	Mean wage in dollars	
			Hourly	Annual 2/
41-2031	Retail salespersons	22,480	10.26	21,350
43-9061	Office clerks, general	15,070	11.31	23,530
35-3031	Waiters and waitresses	14,560	11.04	22,960
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	13,420	10.04	20,880
41-2011	Cashiers	11,870	9.33	19,410
35-3021	Combined food preparation and serving workers, including fast food	10,690	8.02	16,690
37-2012	Maids and housekeeping cleaners	10,040	11.60	24,130
25-2021	Elem. school teachers, exc. special education	8,640	3/	42,180
43-3031	Bookkeeping, accounting, and auditing clerks	8,550	14.16	29,440
33-9032	Security guards	8,260	10.37	21,560
29-1111	Registered nurses	7,860	28.64	59,570
43-6014	Secretaries, exc. legal, medical, and exec.	7,010	14.72	30,610
37-3011	Landscaping and groundskeeping workers	6,760	11.44	23,800
35-2014	Cooks, restaurant	6,700	11.83	24,610
49-9042	Maintenance and repair workers, general	6,570	15.81	32,890
43-1011	First-line supervisors/managers of office and administrative support workers	6,390	21.64	45,010
11-1021	General and operations managers	6,060	42.92	89,270
53-7062	Laborers and freight, stock, and material movers, hand	5,970	12.35	25,680
43-5081	Stock clerks and order fillers	5,840	11.15	23,190
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	5,660	7.73	16,070
41-1011	First-line supervisors/managers of retail sales workers	5,660	17.10	35,560
43-4051	Customer service representatives	5,440	14.45	30,050
41-4012	Sales reps, wholesale and manufacturing, except technical and scientific products	5,160	19.00	39,520
35-2021	Food preparation workers	4,580	10.00	20,800
35-9021	Dishwashers	4,500	9.09	18,910

1/ Standard Occupational Classification (SOC) system.

2/ Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

3/ Hourly wage rates for occupations where workers typically work fewer than 2,080 hours per year are not available.

Source: U.S. Bureau of Labor Statistics, November 2003 State Occupational Employment and Wage Estimates Hawaii <http://stats.bls.gov/oes/current/oes_hi.htm> accessed January 14, 2005.

Table 12.31-- EMPLOYMENT AND WAGES OF HAWAII'S 25 LARGEST OCCUPATIONS: MAY 2004

[In descending order by employment. Self-employed are excluded]

SOC Code 1/	Occupation title	Employment	Mean wage in dollars	
			Hourly	Annual 2/
41-2031	Retail salespersons	23,150	10.60	22,050
43-9061	Office clerks, general	16,190	11.06	23,000
35-3031	Waiters and waitresses	15,550	10.87	22,600
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	12,380	9.83	20,440
41-2011	Cashiers	12,220	9.41	19,580
37-2012	Maids and housekeeping cleaners	10,550	11.83	24,610
35-3021	Combined food preparation and serving workers, including fast food	9,890	8.24	17,150
43-3031	Bookkeeping, accounting, and auditing clerk	8,520	14.26	29,660
25-2021	Elementary school teachers, except special education	8,080	(3)	41,720
29-1111	Registered nurses	7,960	29.29	60,920
33-9032	Security guards	7,890	10.61	22,070
37-3011	Landscaping and groundskeeping worker	7,430	11.74	24,420
43-6014	Secretaries, except legal, medical, and executive	7,230	14.67	30,520
43-1011	First-line supervisors/managers of office and administrative support workers	6,940	22.19	46,150
49-9042	Maintenance and repair workers, general	6,910	16.19	33,680
35-2014	Cooks, restaurant	6,550	11.91	24,770
53-7062	Laborers and freight, stock, and material movers, hand	6,440	12.55	26,100
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	6,360	7.66	15,920
25-2031	Secondary school teachers, except special and vocational education	6,320	(3)	47,430
43-4051	Customer service representatives	6,220	14.43	30,010
43-5081	Stock clerks and order fillers	6,190	11.02	22,910
11-1021	General and operations managers	6,060	43.93	91,380
41-1011	First-line supervisors/managers of retail sales workers	5,650	18.17	37,800
25-2022	Middle school teachers, except special and vocational education	5,000	(3)	43,670
13-2011	Accountants and auditors	4,760	23.32	48,500

1/ Standard Occupational Classification (SOC) system.

2/ Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

3/ Hourly wage rates for occupations where workers typically work fewer than 2,080 hours per year are not available.

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics, "May 2004 State Occupational Employment and Wage Estimates Hawaii" <http://stats.bls.gov/oes/current/oes_hi.htm> accessed June 7, 2005.

Table 12.32-- EMPLOYMENT AND WAGES OF HONOLULU METROPOLITAN STATISTICAL AREA'S 25 LARGEST OCCUPATIONS: NOVEMBER 2003

[In descending order by employment. Self-employed are excluded]

SOC Code 1/	Occupation title	Employ- ment	Mean wage in dollars	
			Hourly	Annual 2/
41-2031	Retail salespersons	15,440	10.27	21,350
43-9061	Office clerks, general	11,270	11.28	23,450
37-2011	Janitors and cleaners, exc. maids and housekeeping cleaners	9,490	9.80	20,370
35-3031	Waiters and waitresses	8,380	11.10	23,080
35-3021	Combined food preparation and serving workers, including fast food	7,710	7.93	16,500
41-2011	Cashiers	7,560	9.25	19,240
33-9032	Security guards	6,490	10.29	21,400
43-3031	Bookkeeping, accounting, and auditing clerks	6,040	14.34	29,820
29-1111	Registered nurses	5,850	29.26	60,870
37-2012	Maids and housekeeping cleaners	5,540	11.34	23,580
43-6014	Secretaries, exc. legal, medical, and exec.	5,340	14.83	30,860
43-1011	First-line supervisors/managers of office and administrative support workers	4,830	22.38	46,550
25-2021	Elem. school teachers, exc. special education	4,680	3/	42,690
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	4,520	7.47	15,530
11-1021	General and operations managers	4,390	43.86	91,220
43-4051	Customer service representatives	4,380	14.47	30,100
49-9042	Maintenance and repair workers, general	4,380	15.88	33,030
41-4012	Sales reps, wholesale and manufacturing, except technical and scientific products	4,310	18.91	39,320
43-5081	Stock clerks and order fillers	4,120	11.52	23,950
53-7062	Laborers and freight, stock, and material movers, hand	4,120	12.64	26,290
35-2014	Cooks, restaurant	3,910	11.12	23,140
41-1011	First-line supervisors/managers of retail sales workers	3,610	16.98	35,330
13-2011	Accountants and auditors	3,400	23.99	49,910
53-3033	Truck drivers, light or delivery services	3,360	11.71	24,360
37-3011	Landscaping and groundskeeping workers	3,350	11.39	23,680

1/ Standard Occupational Classification (SOC) system.

2/ Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

3/ Hourly wage rates for occupations where workers typically work fewer than 2,080 hours per year are not available.

Source: U.S. Bureau of Labor Statistics, November 2003 Metropolitan Area Occupational Employment and Wage Estimates Honolulu, HI MSA <http://stats.bls.gov/oes/current/oes_3320.htm> accessed January 14, 2005.

Table 12.33-- EMPLOYMENT AND WAGES OF HONOLULU METROPOLITAN STATISTICAL AREA'S 25 LARGEST OCCUPATIONS: MAY 2004

[In descending order by employment. Self-employed are excluded]

SOC Code 1/	Occupation title	Employ- ment	Mean wage in dollars	
			Hourly	Annual 2/
41-2031	Retail salespersons	16,120	10.53	21,910
43-9061	Office clerks, general	12,530	10.91	22,690
35-3031	Waiters and waitresses	9,260	10.86	22,580
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	8,730	9.41	19,580
41-2011	Cashiers	8,010	9.25	19,240
35-3021	Combined food preparation and serving workers, including fast food	7,420	8.13	16,910
43-3031	Bookkeeping, accounting, and auditing clerks	6,210	14.26	29,660
33-9032	Security guards	6,100	10.45	21,730
29-1111	Registered nurses	6,010	29.99	62,380
43-6014	Secretaries, except legal, medical, and executive	5,610	14.74	30,660
37-2012	Maids and housekeeping cleaners	5,340	11.65	24,230
43-1011	First-line supervisors/managers of office and administrative support workers	5,210	22.97	47,780
43-4051	Customer service representatives	5,120	14.51	30,170
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	5,050	7.43	15,460
49-9042	Maintenance and repair workers, general	4,630	16.32	33,940
25-2021	Elementary school teachers, except special education	4,590	(3/)	41,900
11-1021	General and operations managers	4,490	44.75	93,070
25-2031	Secondary school teachers, except special and vocational education	4,460	(3/)	49,350
53-7062	Laborers and freight, stock, and material movers, hand	4,400	12.77	26,570
43-5081	Stock clerks and order fillers	4,300	11.23	23,360
35-2014	Cooks, restaurant	4,020	11.20	23,310
13-2011	Accountants and auditors	3,780	23.73	49,360
37-3011	Landscaping and groundskeeping workers	3,780	11.64	24,220
41-1011	First-line supervisors/managers of retail sales workers	3,690	17.81	37,040
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	4/ 3,650	19.25	40,040
47-2061	Construction laborers	4/ 3,650	19.75	41,080

1/ Standard Occupational Classification (SOC) system.

2/ Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

3/ Hourly wage rates for occupations where workers typically work fewer than 2,080 hours per year are not available.

4/ Tied.

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics, "May 2004 Metropolitan Area Occupational Employment and Wage Estimates Honolulu, HI MSA"
<http://stats.bls.gov/oes/current/oes_3320.htm> accessed June 7, 2005.

**Table 12.34-- ANNUAL COMPENSATION OF HIGHEST PAID EXECUTIVES OF
HAWAII-BASED PUBLIC FIRMS: 1999 TO 2003**

Annual compensation 1/	1999	2000	2001	2002	2003
Number of firms	7	7	9	9	6
Number of executives	17	17	25	25	15
Less than \$249,999	-	-	-	-	-
\$250,000 to \$499,999	4	3	9	11	-
\$500,000 to \$999,999	10	10	12	8	7
\$1,000,000 to \$1,999,999	3	4	3	5	7
\$2,000,000 or more	-	-	1	1	1
Highest (\$1,000)	1,535	1,611	2,387	2,127	2,519

1/ Includes salary, bonus, stock awards, payments under the companies' long-term incentive plans, and other compensation.

Source: *Pacific Business News*, "Highest-paid executives of Hawaii-based public firms", September 12, 2003; and *Pacific Business News, 2005 Book of Lists*, "Highest-paid executives of Hawaii-based public firms", p. 64 (December 20, 2004).

Table 12.35-- MINIMUM WAGE CHRONOLOGY: 1942 TO 2007

[Dollars per hour. As of July 1, unless otherwise specified. Since January 1, 1970, tip credit allowed under certain circumstances]

Effective date	Oahu	Other islands	Effective date	State	Effective date	State
1942 1/	0.25	0.20	1962	1.15	1981	3.35
1943	0.30	0.25	1964 2/	1.25	1988 2/	3.85
1945	0.40	0.40	1969	1.40	1992 3/	4.75
1953	0.65	0.55	1970 2/	1.60	1993 2/	5.25
1955	0.75	0.65	1974	2.00	2002 2/	5.75
1957	0.90	0.85	1975 2/	2.40	2003 2/	6.25
1958	1.00	1.00	1978	2.65	2006 4/	6.75
			1979	2.90	2007 4/	7.25
			1980	3.10		

1/ At inception of minimum wage law, April 1, 1942.

2/ As of January 1.

3/ As of April 1.

4/ The 2005 Legislature passed Senate Bill 294, Senate Draft 3, House Draft 1, Conference Draft 1 "Relating to Employment" which raises the minimum wage to \$6.75 effective January 1, 2006, and to \$7.25 effective January 1, 2007. Governor Linda Lingle has indicated that she will allow it to become law without her signature. Act 240 became law on July 12, 2005.

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office <http://www.hawaii.gov/dlir/rs/loihi/OMI/OTHER/MIN_WAGE.HTM> accessed June 30, 2005 and records.

Table 12.36-- COMPENSATION OF LEADERS OF LARGE LABOR UNIONS: 2002 - 2004

[In order of decreasing total compensation. Hawai State Teachers Association, with 13,000 with members, declined to disclose its top leader's compensation]

Executive	Labor union	No. of members	Fiscal year	Total	Salary	Other compensation
Gary Rodrigues 1/ State Director	United Public Workers Local 646	15,603	2002	273,746	273,746	-
Lynn Kinney Secretary	Painters AFL-CIO Local 1791	1,458	2002	228,690	209,364	19,326
Ronald Taketa Fin. Sec./Bus. Rep	United Brotherhood of Carpenters Local 745	4,363	2003	193,255	184,880	8,375
Herbert Kaopua Financial Secretary	Plumbers AFL-CIO Local 675	1,534	2002	166,969	160,903	6,066
Benjamin Saguibo Bus. Mgr./Treas.	Laborers AFL-CIO	3,800	2002	130,661	124,863	5,798
Russell K. Okata Executive Director	Hawaii Gov't Employees Ass'n AFSCME Local 152	42,000	2004	128,688	128,688	-
Harry Kameenui Bus. Mgr./Fin. Sec.	IBEW Local 1260	2,815	2002	124,292	121,442	2,850
Thaddeus Tomei Bus. Rep./Fin. Sec.	Elevator Constructors AFL-CIO Local 126	193	2003	116,416	97,407	19,009
Harold Bradshaw Fin. Sec./Bus. Mgr	Sheet Metal Workers AFL-CIO Local 293	640	2003	112,046	107,021	5,025
Jerry Ahue President	Communications Workers AFL-CIO Local 14921	189	2003	109,133	100,595	8,538
Susan Scheider 2/ Director	Collective Bargaining Org. of the Hawaii Nurses Ass'n.	3,500	2003	(NA)	102,000	(NA)
Eusebio Lapenia Jr. 2/ President	Int'l Longshore Emp. & Warehouse Local 142	17,435	2002	85,288	69,347	15,941
Melvin Kahele President	Teamsters AFL-CIO Local 996	4,925	2002	83,886	79,800	4,086
Orlando Soriano 2/ President	Hotel Emp. & Restaurant Emp. Local 5	10,704	2002	72,197	72,197	-
Gerald Yuh 3/ Bus. Mgr./Fin. Sec.	Electrical Workers IBEW Local 1186	2,500	2002	63,883	60,704	3,179

1/ Convicted of mail fraud, embezzling union money and related charges. Mr. Rodrigues is free on appeal.

2/ No longer with the organization.

3/ His predecessor, Thomas Fujikawa, had a total compensation of \$137,686 in 2001.

Source: *Honolulu Advertiser*, "Executive pay detailed" (May 2, 2004)

<<http://the.honoluluadvertiser.com/dailypix/2004/May/02/bz02chart4.gif>> based on Guidestar.org and U.S. Department of Labor.

**Table 12.37-- AVERAGE AND TOTAL WEEKLY HOURS AT WORK:
1997 TO 2002**

[In thousands of persons and number of hours]

	1997	1998	1999	2000	2001	2002
Weekly hours at work	528	532	536	544	550	534
1 to 14 hours	26	25	25	26	28	24
15 to 29 hours	80	75	77	74	75	70
30 to 34 hours	49	59	44	39	48	39
35 to 39 hours	28	28	25	29	31	24
40 hours	221	217	230	243	235	253
41 to 48 hours	37	42	45	43	42	38
49 hours and over	87	87	90	91	91	87
Average hours						
Total at work	(NA)	38.3	38.4	40.3	38.4	38.6
Persons who usually work full-time	(NA)	42.4	42.7	43.9	42.4	42.3

NA Not available.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 2002*, Bulletin 2564 (February 19, 2004), table 19
<http://www.bls.gov/opub/gp/pdf/gp02_19.pdf> accessed March 31, 2004, and earlier reports.

**Table 12.38-- INTERSTATE MOVEMENT OF JOB-SEEKERS PARTICIPATING
IN THE UNEMPLOYMENT INSURANCE PROGRAM: 1949 TO 2004**

Year	Island workers on Mainland 1/	Mainland workers in Hawaii 2/	Ratio 3/	Year	Island workers on Mainland 1/	Mainland workers in Hawaii 2/	Ratio 3/
1949	1,030	711	69	1977	5,846	8,154	139
1950	966	1,105	114	1978	4,313	6,261	145
1951	377	1,139	302	1979	4,272	5,250	123
1952	455	1,667	366	1980	5,211	4,956	95
1953	576	1,775	308	1981	5,485	4,396	80
1954	907	1,698	187	1982	5,372	4,848	90
1955	665	1,812	272	1983	4,414	4,659	106
1956	686	1,617	236	1984	4,123	4,220	102
1957	1,100	1,813	165	1985	4,039	3,993	99
1958	1,547	2,219	143	1986	3,664	3,932	107
1959	1,280	2,126	166	1987	3,805	3,161	83
1960	1,716	2,595	151	1988	3,942	2,974	75
1961	2,863	3,235	113	1989	3,961	2,679	68
1962	2,966	3,594	121	1990	5,275	2,910	55
1963	2,683	3,787	141	1991	7,197	3,453	48
1964	2,572	3,705	144	1992	9,554	4,432	46
1965	2,257	3,411	151	1993	9,543	4,356	46
1966	1,859	2,655	143	1994	10,121	4,229	42
1967	2,196	3,102	141	1995	10,115	4,000	40
1968	2,014	2,896	144	1996	8,633	3,338	39
1969	2,652	3,600	136	1997	7,051	2,044	29
1970	5,078	6,062	119	1998	4,366	1,502	34
1971	6,215	6,908	111	1999	3,511	1,098	31
1972	6,124	5,994	98	2000	2,845	903	32
1973	5,255	6,116	116	2001	3,423	665	19
1974	5,924	6,988	118	2002	3,223	574	18
1975	7,607	8,785	115	2003	2,826	527	19
1976	7,458	8,334	112	2004	2,359	402	17

1/ Interstate liable initial claims, State Unemployment Insurance Program (UI), excluding Federal Unemployment Compensation for Federal Employees program (UCFE) and Federal Unemployment Compensation for Ex-Service members program (UCX). Covers Hawaii workers seeking work and filing for benefits on the Mainland.

2/ Interstate agent initial claims (UI), excluding UCFE and UCX. Covers Mainland workers filing claims for unemployment insurance and registered for work with the Hawaii State Employment Service.

3/ Interstate agent initial claims as a percent of interstate liable initial claims. Ratios under 100 suggest a net out-migration of workers.

Source: Hawaii State Department of Labor and Industrial Relations, *State of Hawaii Unemployment Insurance Fact Book* (annual) and records.

**Table 12.39-- NONFATAL OCCUPATIONAL INJURIES AND ILLNESSES,
PRIVATE INDUSTRY: 1995 TO 2003**

[Numbers in thousands. Beginning in 2003, industries are according to the North American Industrial Classification System (NAICS) Manual, 2002 and prior to 2003, industries are according to Standard Industrial Classification (SIC), 1987. Agriculture, forestry and fishing (farms with more than 10 employees); construction; manufacturing; transportation and public utilities; wholesale and retail trade; finance, insurance and real estate; and services]

	Total cases		Lost workday cases 1/		Cases without lost workdays
	Number	Per 100 full-time workers	Number	Per 100 full-time workers	
Injuries and illnesses					
1995	27.1	8.0	13.9	4.1	13.1
1996	23.0	6.8	12.1	3.6	10.8
1997	23.5	6.8	12.8	3.7	10.7
1998	21.2	6.5	12.1	3.7	9.1
1999	20.5	6.0	11.4	3.4	9.1
2000	21.4	6.0	12.4	3.5	9.1
2001	20.4	5.7	11.8	3.3	8.6
Injuries					
1995	26.2	7.7	13.4	4.0	12.8
1996	21.9	6.5	11.6	3.4	10.3
1997	22.7	6.6	12.4	3.6	10.3
1998	20.4	6.3	11.7	3.6	8.7
1999	19.7	5.8	11.0	3.2	8.7
2000	20.7	5.8	11.9	3.4	8.8
2001	19.3	5.4	11.1	3.1	8.1
Injuries and illnesses 2/					
2002	19.5	5.8	3/ 11.8	3/ 3.5	7.8
2003	18.6	5.4	3/ 11.6	3/ 3.4	7.0

1/ Days away from work, or days of restricted work activity, or both.

2/ Beginning in 2002, the categories of illnesses were expanded and data are not comparable to previous years.

3/ Days away from work, job transfer, or restriction.

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, *Occupational Injuries and Illnesses Survey* (annual); U.S. Bureau of Labor Statistics, "State Occupational Injuries, Illnesses, and Fatalities" <<http://www.bls.gov/iif/oshstate.htm#HI>> tables 6 and 7 accessed April 29, 2005.

Table 12.40-- FATAL OCCUPATIONAL INJURIES BY EVENT OR EXPOSURE: 1991 TO 2002

[All workers who died in Hawaii while working, including military personnel, federal government workers and nonresidents, but not residents who died out-of-state]

Event or Exposure	1991 to 1995	1992 to 1996	1993 to 1997	1994 to 1998	1995 to 1999	1996 to 2000	1997 to 2001	1998 to 2002
Total	129	126	117	103	114	110	124	129
Homicides	15	12	13	12	22	22	26	26
Aircraft incidents	17	22	19	18	19	17	17	16
Struck by or caught in objects	6	4	5	5	7	7	16	16
Highway incidents	8	12	12	12	12	12	10	13
Self-inflicted injuries	10	7	9	8	8	8	12	12
Pedestrian struck by vehicle	8	4	5	5	4	6	2/ 8	3/ 11
Falls	13	14	10	9	11	11	11	10
Water vehicle accidents	9	14	10	8	7	7	(1/)	9
Oxygen deficiency (incl. drowning)	13	7	7	7	7	6	6	4
Nonhighway incidents 4/	10	11	9	8	6	5	5	4
Exposure to caustic, noxious, or allergic substances	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)	3	(1/)
Fires & explosions	4	6	6	4	5	5	(1/)	(1/)
Inhalation or ingestion of substance	12	12	(1/)	(1/)	3	3	(1/)	(1/)
Other	4	1	12	7	3	1	10	8

1/ Category not listed separately, may be included in "Other".

2/ Category in 1997 to 2001 is "Worker struck by vehicle, mobile equipment".

3/ Category in 2002 is "Pedestrian, nonpassenger struck by vehicle, mobile equipment".

4/ Involve transportation accidents that occur on industrial, commercial, residential, or farm premises.

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, *Census of Fatal Occupational Injuries* (annual).

Table 12.41-- FATAL OCCUPATIONAL INJURIES FOR HAWAII AND THE UNITED STATES: 1992 TO 2003

[All workers who died in Hawaii or the United States while working, including military personnel, federal government workers and nonresidents, but not residents who died out-of-state or out-of-the-country]

Year	Hawaii	United States	Year	Hawaii	United States
1992	28	6,217	1998	12	6,055
1993	26	6,331	1999	32	6,054
1994	21	6,632	2000	20	5,920
1995	24	6,275	2001 1/	41	5,915
1996	27	6,202	2002	24	5,534
1997	19	6,238	2003	21	5,575

1/ Totals for 2001 exclude fatalities resulting from the September 11 terrorist attacks.

Source: U.S. Bureau of Labor Statistics, *Census of Fatal Occupational Injuries All Worker Profile, 1992-2002* (revised data, January 7, 2005) <<http://www.bls.gov/iif/oshwc/cfoi/cftb0186.pdf>> accessed April 21, 2005; <<http://www.bls.gov/iif/oshwc/cfoi/cftb0186.pdf>> accessed April 21, 2005; Table A-1. Fatal occupational injuries by industry and event or exposure, All United States, 2003 <<http://www.bls.gov/iif/oshwc/cfoi/cftb0187.pdf>> accessed April 21, 2005; and Fatal occupational injuries by employee status, sex, age, race, event or exposure, occupation, and industry, 2003 - Hawaii <<http://www.bls.gov/iif/oshwc/cfoi/cfoi03hi.pdf>> accessed April 21, 2005.

**Table 12.42-- WORK INJURIES, DEATHS, TIME LOST AND
COMPENSATION COSTS: 1990 TO 2003**

Year	Reported cases	Reported deaths	Time lost (compensated days)	Compensation costs (\$1,000)
1990	53,050	59	1,434,262	218,837
1991	56,738	51	1,636,375	234,971
1992	49,204	42	1,832,901	288,003
1993	46,762	33	1,957,217	323,763
1994	42,658	41	1,821,164	343,080
1995	37,476	26	1,571,539	326,123
1996	33,628	29	1,371,739	288,495
1997	33,255	30	1,258,468	254,915
1998	30,727	17	1,160,365	233,225
1999	30,309	26	1,108,149	222,056
2000	31,836	34	1,151,879	231,359
2001	30,179	34	1,263,787	252,041
2002	29,757	31	1,277,863	267,827
2003	28,668	27	1,324,577	274,922

Source: Hawaii State Department of Labor and Industrial Relations, *Workers' Compensation Data Book* (annual) and <<http://www.loihi.state.hi.us/OMI/WC/WCDATABK.HTM>> accessed March 4, 2004; and for 2000 <<http://www.state.hi.us/dlir/rs/loihi/OMI/WC/WCBOOK2000.PDF>> accessed March 4, 2004; for 2001 <<http://www.state.hi.us/dlir/rs/loihi/OMI/WC/WCBOOK2001.PDF>> accessed July 17, 2003; and for 2002 <<http://www.state.hi.us/dlir/rs/loihi/OMI/WC/WCBOOK2002.PDF>> accessed March 4, 2004. for 2003 <<http://www.state.hi.us/dlir/rs/loihi/OMI/WC/WCBOOK2003.PDF>> accessed February 28, 2005.

Table 12.43-- UNION AFFILIATION OF EMPLOYED WAGE AND SALARY WORKERS FOR HAWAII AND THE UNITED STATES: 2001 TO 2004

[Beginning in January 2004, data reflect revised population controls used in the Current Population Survey which is a monthly survey of households conducted by the Bureau of the Census for the Bureau of Labor Statistics. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated]

Subject	2001	2002	2003	2004
Hawaii				
Total employed (1,000)	522	490	511	533
Members of unions (1,000) 1/	123	120	122	126
Percent of employed	23.7	24.5	23.8	23.7
Represented by unions (1,000) 2/	136	124	127	132
Percent of employed	26.0	25.3	24.8	24.8
United States				
Total employed (1,000)	120,708	119,979	122,358	123,554
Members of unions (1,000) 1/	16,289	15,979	15,776	15,472
Percent of employed	13.5	13.3	12.9	12.5
Represented by unions (1,000) 2/	17,878	17,502	17,448	17,087
Percent of employed	14.8	14.6	14.3	13.8

1/ Members of a labor union or an employee association similar to a union.

2/ Members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

Source: Barry Hirsch, Trinity University and David Macpherson, Florida State University, Union Membership and Coverage Database from the CPS (Unionstats.com) "Union Membership, Coverage, Density, and Employment - Among All Wage and Salary Workers, 1973-2004" <<http://www.trinity.edu/bhirsch/unionstats/All%20Wage%20and%20Salary%20Workers.xls>> accessed July 12, 2005; and U.S. Bureau of Labor Statistics, Union Membership (Annual), table 5, and <<http://www.bls.gov/news.release/union2.toc.htm>> accessed February 10, 2004 for 2001 and 2002; and January 27, 2005 for 2003 and 2004.

Table 12.44-- LABOR UNIONS AND MEMBERSHIP: 2005- 2006

Subject	Total	AFL-CIO affiliated	Independent
Unions Membership	111 1/ 2/ 164,691	97 1/ 140,676	14 2/ 24,015

1/ Excluded are four unions not reporting membership for Hawaii: Electrical Workers Hawaii Local 368-E; Marine Firemen, Oilers, Watertenders and Wipers Association, Pacific Coast (total membership of 1,000 includes San Francisco, Wilmington, Seattle and Honolulu); Teachers, Hawaii Federation of Local 1127; United Public Workers, AFSCME, Local 646. The largest memberships reported: Hawaii Government Employees Association, AFSCME, Local 152 (42,700); Longshore and Warehouse Union, International Local 142 (22,000); Teamsters, Chauffeurs, Warehousemen and Helpers of America, International Brotherhood Airlines Division, Local 986 (16,000); and Hotel Employees & Restaurant Employees Local 5 (10,800).

2/ Excluded is one union not reporting membership: Collective Bargaining Organization of Hawaii Nurses' Association. The largest memberships reported: Hawaii State Teachers Association (12,971), Hawaii Nurses Association (3,800), University of Hawaii Professional Assembly (UHPA) (3,300), and State of Hawaii Organization of Police Officers (SHOPO) (2,730).

Source: Hawaii State AFL-CIO, *Directory of Labor Organizations and Affiliates, 2005-2006* and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.45-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE
BARGAINING UNITS, BY EMPLOYING JURISDICTION: 1999 TO 2003**

[As of December 31]

Employing jurisdiction	1999	2000	2001	2002	2003
Total	54,778	56,426	58,084	1/ 59,320	58,079
State of Hawaii	23,484	22,052	22,639	21,454	20,746
City and County of Honolulu	7,995	7,945	8,077	1/ 7,907	7,924
County of Hawaii	1,815	1,852	1,874	1,834	1,874
County of Maui	1,632	1,670	1,705	1,776	1,780
County of Kauai	875	881	908	1/ 918	921
Dept. of Education	13,113	13,276	13,707	13,710	13,517
Judiciary	1,434	1,445	1,484	1,546	1,485
University of Hawaii	4,430	4,539	4,613	6,321	6,516
Hawaii Health Systems Corporation	2/	2,766	3,077	3,854	3,316

1/ Revised from previous *Data Book*.

2/ Included in 'State of Hawaii'.

Source: Hawaii Labor Relations Board, *HLRB Informational Bulletin, No. 41*, April 2, 2003 and as revised August 12, 2003; *Ibid. No. 42*, May 14, 2004 and earlier issues.

Table 12.46-- COLLECTIVE BARGAINING AGREEMENTS: 1964 TO 2005

Year	Number of agreements	Workers covered		Year	Number of agreements	Workers covered	
		Total	Per agreement			Total	Per agreement
1964	275	(NA)	(NA)	1985	350	58,450	167
1965	309	31,500	102	1986	138	13,550	98
1966	277	23,800	86	1987	1,375	80,400	58
1967	257	15,900	62	1988	433	16,290	38
1968	172	15,400	90	1989	104	50,950	490
1969	296	19,100	65	1990	194	24,300	125
1970	190	14,900	78	1991	107	23,700	221
1971	151	9,800	65	1992	1,413	21,400	15
1972	511	47,100	92	1993	369	65,900	179
1973	390	28,000	72	1994	84	8,000	95
1974	223	34,700	156	1995	270	57,300	212
1975	1,265	36,100	29	1996	136	49,250	362
1976	380	57,450	151	1997	1,334	62,800	47
1977	2,255	87,350	39	1998	786	18,900	24
1978	967	29,500	31	1999	123	65,890	535
1979	312	61,600	198	2000	(1/)	(1/)	(1/)
1980	2,298	49,900	22	2001	(1/)	(1/)	(1/)
1981	267	53,700	201	2002	1,187	21,550	18
1982	379	27,400	72	2003	252	69,800	277
1983	1,019	68,000	67	2004	71	8,900	125
1984	901	26,200	29	2005	199	61,430	308

NA Not available.

1/ Report had been suspended in 2000 and 2001.

Source: University of Hawaii at Manoa, Industrial Relations Center, *Duration of Collective Bargaining Agreements in Hawaii, 2005*, Occasional Publication No. 182 (December 2004), p. 1.

Table 12.47-- WORK STOPPAGES: 1990 TO 2004

[Data exclude stoppages lasting less than one full shift (8 hours) and stoppages affecting fewer than 6 workers. Data are limited to stoppages begun or in progress during the week containing the 12th of each month]

Year	Number of stoppages 1/	Workers involved 1/	Man-days lost 2/
1990	13	7,415	119,509
1991	-	-	-
1992	-	-	-
1993	2	160	6,018
1994 3/	3	12,202	109,529
1995	-	-	-
1996	1	13	715
1997	-	-	-
1998	1	150	(NA)
1999	-	-	-
2000	-	-	-
2001	2	15,100	195,900
2002	1	1,170	(NA)
2003	5	2,680	(NA)
2004	2	210	(NA)

NA Not available.

1/ Stoppages carrying over from previous year are counted in both years.

2/ Partly estimated.

3/ Data exclude Hawaii Government Employees' Association (HGEA) strikers in Hawaii County.

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, unpublished estimates.

**Table 12.48-- WORK STOPPAGES INVOLVING 1,000 OR MORE WORKERS:
1983 TO 2004**

Year	Number of stoppages begun in year	Workers involved 1/	Man-days idle during year	Percent of estimated nonagricultural working time
1983	1	2,800	5,600	0.01
1984	1	1,000	70,000	0.01
1985	1	1,000	11,000	0.01
1986-1993	-	-	-	-
1994	1	15,800	136,500	(NA)
1995-1997	-	-	-	-
1998	-	-	-	-
1999	-	-	-	-
2000	-	-	-	-
2001	2	15,100	195,900	(NA)
2002	1	1,170	(NA)	(NA)
2003	2	2,470	(NA)	(NA)
2004	-	-	-	-

NA Not available.

1/ Workers counted more than once if involved in more than one stoppage during year.

Source: U.S. Department of Labor, Bureau of Labor Statistics, records; Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, records.