

SECTION 10

LABOR FORCE, EMPLOYMENT, AND EARNINGS

This section presents statistics on the size and composition of the labor force, employment by age, sex, occupation, and industry, and wage rates, payrolls, hours, safety, and unionization of workers.

The number of employed persons almost doubled between 1940 and 1970, reaching 338,000 in the latter year. Agricultural employment fell from 55,000 to 13,000 during this period, while nonagricultural workers (excluding armed forces) rose from 99,000 to 275,000.

The unemployment rate averaged 5.1 percent in 1971, with county levels ranging from 4.9 to 6.2 percent. The labor force contains above-average proportions of younger persons and women: the 1970 Census reported that 49 percent of all females 16 years of age or more were either employed or seeking work. By occupation, one out of six civilian workers is classified as professional or technical.

Activities with especially large numbers of employees include government (70,000 in 1970, almost half of them in federal jobs), services (82,000), retail trade (50,000), and manufacturing (31,000). Wage and salary levels are high: the average annual earnings of private wage and salary workers under the Hawaii Employment Security Law reached \$6,849 in 1970 (twice the 1957 average), and in some categories exceeded \$10,000. Average weekly hours ranged from 29.0 (for hotels) to 42.2 (for communications and utilities). Labor union membership was estimated at 70,000 in 1968.

Principal sources for these data are the decennial reports of the U.S. Bureau of the Census, various studies by the U.S. Bureau of Labor Statistics, monthly and annual tabulations by the Hawaii State Department of Labor and Industrial Relations, annual surveys by the Hawaii Employers Council, and occasional sample surveys by public and private agencies. Statistics for the nation as a whole are published in Section 8 of the *Statistical Abstract of the United States: 1971*.

Table 86.—WORKING-AGE POPULATION AND EMPLOYMENT: 1872 TO 1970

Year	Working-age population ¹	Employment, including armed forces					
		Total	By sex		By military status and activity		
			Male	Female	Civilians		Armed forces
					Agric, forestry, fisheries	Other activities	
1872	41,097	(NA)	(NA)	(NA)	(NA)	(NA)	(NA)
1878	41,719	24,795	(NA)	(NA)	(NA)	(NA)	(NA)
1884	58,055	39,541	(NA)	(NA)	(NA)	(NA)	(NA)
1890	66,472	41,073	38,930	2,143	(NA)	(NA)	(NA)
1896	78,819	55,294	51,705	3,589	(NA)	(NA)	(NA)
1900	121,044	90,172	84,047	6,125	57,125	32,802	245
1910	137,727	100,900	89,719	11,181	56,122	43,170	1,608
1920	169,164	111,613	97,439	14,174	56,087	51,160	4,366
1930	241,782	154,086	136,400	17,686	63,478	74,317	16,291
1940	301,686	180,796	145,659	35,137	54,629	99,167	27,000
1950	351,375	190,427	143,544	46,883	31,806	135,765	22,856
1960	426,495	256,637	183,459	73,178	15,982	193,388	47,267
1970	553,755	337,635	219,312	118,323	13,283	274,527	49,825

NA not available.

¹Population 15 and over before 1900, 14 and over for 1900-1970.

Source: Robert C. Schmitt, *Demographic Statistics of Hawaii: 1778-1965* (University of Hawaii Press, 1968), pp. 73, 77, and 127; U.S. Bureau of the Census, *U.S. Census of Population: 1960*, Final Report PC (1)-13C, tables 53 and 62, and *U.S. Census of Population: 1970*, Final Report PC(1)-C13, tables 53 and 55.

Table 87.—LABOR FORCE ESTIMATES: ANNUAL AVERAGES, 1940 TO 1972

Year	Civilian labor force	Civilian employment	Workers in labor disputes	Unemployment	
				Number	Percent
1940	162,763	155,531	(NA)	7,232	4.4
1941	179,568	173,068	(NA)	6,500	3.6
1942	215,885	213,455	(NA)	2,430	1.1
1943	218,501	216,615	(NA)	1,886	0.9
1944	214,522	212,922	(NA)	1,600	0.7
1945	210,368	208,868	(NA)	1,500	0.7
1946	190,297	188,165	(NA)	2,132	1.1
1947	191,695	188,742	(NA)	2,953	1.5
1948	193,467	184,020	(NA)	9,447	4.9
1949	194,776	173,340	(NA)	21,436	11.0
1950	187,773	170,075	(NA)	17,698	9.4
1951	191,678	183,129	271	8,278	4.3
1952	194,067	185,639	6	8,422	4.3
1953	196,142	186,437	163	9,542	4.9
1954	197,376	185,514	103	11,759	6.0
1955	199,276	189,291	61	9,924	5.0
1956	204,082	195,075	—	9,007	4.4
1957	207,564	199,831	—	7,733	3.7
1958 ¹	211,540	201,370	3,090	7,080	3.4
1959	222,980	216,140	—	6,840	3.1
1960	235,140	228,050	—	7,090	3.0
1961	242,850	232,910	—	9,940	4.1
1962	246,180	234,420	160	11,600	4.7
1963	250,880	238,630	230	12,020	4.8
1964	257,630	247,560	20	10,050	3.9
1965	269,020	259,680	90	9,250	3.4
1966	281,880	272,730	30	9,120	3.2
1967	293,400	282,940	260	10,200	3.5
1968	306,780	297,030	870	8,880	2.9
1969	326,700	317,130	750	8,820	2.7
1970 ²	350,030	337,050	520	12,460	3.6
1971	363,210	344,500	110	18,610	5.1
1972 ³	363,800	341,950	400	21,450	5.9

NA Not available.

¹Data for 1958 and later years are based on somewhat different definitions and procedures than those for 1940-1957, and hence are not fully comparable to the earlier figures. Estimates for 1958 based on the 1940-1957 definitions and procedures are as follows: Civilian labor force, 210,399; civilian employment, 199,793; labor disputes, 3,090; unemployed, 7,606; percent unemployed, 3.6.

²Differences from decennial census data for April 1, 1970, reported in other tables of this section, reflect important differences in definitions and statistical procedures as well as variations resulting from the use of annual averages rather than an April 1 time reference. The decennial census count of "employment," for example, measures the number of persons holding jobs, while the monthly and annual estimates prepared by the Hawaii State Department of Labor and Industrial Relations measure the number of jobs held by these persons.

³Preliminary estimate for March 12, 1972.

(Continued on next page)

Table 87.—LABOR FORCE ESTIMATES: ANNUAL AVERAGES, 1940 TO 1972 (continued)

Year	Civilian labor force	Civilian employment	Workers in labor disputes	Unemployment	
				Number	Percent
ISLANDS: 1971					
Oahu	294,700	279,790	110	14,800	5.0
Hawaii	31,790	30,050	—	1,740	5.5
Maui	19,850	18,640	—	1,210	6.1
Kauai	14,000	13,320	—	680	4.9
Molokai, Lanai	2,870	2,690	—	180	6.2

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Estimates* (monthly and annual) and records.

Table 88.—LABOR FORCE CHARACTERISTICS: 1970

Subject	State total	Sex		Island	
		Male	Female	Oahu	Other
EMPLOYMENT STATUS					
Persons 16 years old and over	522,018	272,726	249,292	427,601	94,417
Labor force	344,269	222,221	122,048	286,706	57,563
Armed Forces	49,785	48,860	925	49,368	417
Civilian labor force	294,484	173,361	121,123	237,338	57,146
Employed	285,556	168,940	116,616	230,252	55,304
Unemployed	8,928	4,421	4,507	7,086	1,842
Not in labor force	177,749	50,505	127,244	140,895	36,854
OCCUPATION					
Employed, 16 years old and over	285,556	168,940	116,616	230,252	55,304
Professional, technical, and kindred	45,544	25,566	19,978	39,366	6,178
Managers and administrators, exc. farm	25,457	19,718	5,739	21,533	3,924
Sales workers	19,393	8,723	10,670	16,474	2,919
Clerical and kindred workers	52,157	13,207	38,950	44,880	7,277
Craftsmen, foremen, and kindred	43,920	41,907	2,013	35,349	8,571
Operations, except transport	21,346	12,384	8,962	16,905	4,441
Transport equipment operatives	10,079	9,654	425	7,412	2,667
Laborers, except farm	14,314	13,277	1,037	10,843	3,471
Farmers and farm managers	1,694	1,228	466	627	1,067
Farm laborers and farm foremen	7,574	6,136	1,438	2,352	5,222
Service workers, exc. private household	41,981	17,067	24,914	33,037	8,944
Private household workers	2,097	73	2,024	1,474	623
INDUSTRY					
Agriculture, forestry, fisheries	13,166	10,830	2,336	4,642	8,524
Mining	328	297	31	279	49
Construction	26,638	24,946	1,692	21,811	4,827
Manufacturing	31,159	21,973	9,186	23,613	7,546
Food and kindred products	13,179	9,734	1,692	7,338	5,841
Other manufacturing	17,980	12,239	5,741	16,275	1,705
Trans., communications, utilities	24,331	18,765	5,566	20,340	3,991
Wholesale trade	11,303	7,813	3,490	9,647	1,656
Retail trade	49,730	21,443	28,287	41,554	8,176
Finance, insurance, real estate	14,340	6,793	7,547	12,849	1,491
Business and repair services	8,547	5,837	2,710	7,397	1,150
Personal services	20,591	7,390	13,201	14,425	6,166
Entertainment and recreation services	3,754	2,104	1,650	3,165	589
Professional and related services	49,175	17,382	31,793	41,606	7,569
Public administration	32,494	23,367	9,127	28,924	3,570
CLASS OF WORKER					
Private wage and salary workers	200,912	118,527	82,385	158,958	41,954
Federal government workers	31,391	22,044	9,347	30,005	1,386
State government workers	28,699	11,596	17,103	23,369	5,330
Local government workers	10,457	7,746	2,711	7,452	3,005
Self-employed workers	12,832	8,798	4,034	9,577	3,255
Unpaid family workers	1,265	229	1,036	891	374

Source: U.S. Census of Population; 1970, Final Report PC(1)-C13, tables 53-56 and 75-78.

Table 89.—LABOR FORCE CHARACTERISTICS, BY COUNTY: 1970

Counties	Nonwork- er-worker ratio	Percent in labor force					Employed persons				Persons who worked in 1969— Percent worked 50 to 52 weeks
		Female, 16 years and over	Married women, husband present		Male		Civilian labor force— Percent unem- ployed	Percent in manu- fac- turing indus- tries	Percent in white- collar occupa- tions	Percent govern- ment workers	
			Total	With own children under 6 years	18 to 24 years	65 years and over					
The State	1.22	49.0	48.1	37.8	83.9	22.0	3.0	10.9	49.9	24.7	67.0
Hawaii	1.42	45.5	48.8	43.2	72.9	20.9	2.7	15.0	38.2	18.6	65.2
Honolulu	1.18	49.4	47.8	36.6	85.0	23.9	3.0	10.3	53.1	26.4	67.7
Kauai	1.34	49.1	49.6	43.8	76.7	18.7	3.7	11.0	35.5	16.3	66.6
Maui	1.42	47.5	49.8	44.8	73.4	13.4	3.6	13.5	35.5	17.1	59.8

Source: *U.S. Census of Population: 1970, Final Report PC(1)-C13, table 44.*

Table 90.—EMPLOYMENT BY INDUSTRY: ANNUAL AVERAGES, 1961 AND 1971

Industry	1961: State total	1971, by Island					
		State total	Oahu	Hawaii	Maui	Kauai	Lanai & Molokai
Total employment	232,910	344,500	279,790	30,050	18,640	13,320	2,690
Contract construction	17,170	23,360	19,950	1,820	1,130	440	30
Manufacturing	25,730	24,670	18,080	2,800	2,170	1,600	20
Durable goods	3,530	4,570	4,210	80	240	40	10
Lumber & wood prod.	1,290	1,410	1,320	40	30	20	—
Stone, glass & clay	1,050	1,590	1,430	20	130	—	10
Other durables	1,190	1,570	1,460	20	80	20	—
Non-durable goods	22,200	20,100	13,870	2,730	1,930	1,560	10
Food processing	16,690	12,990	7,600	2,210	1,770	1,420	10
Sugar	(NA)	4,780	1,020	1,730	870	1,160	—
Pineapple	(NA)	4,600	3,770	—	710	120	—
Other	(NA)	3,610	2,810	480	190	130	10
Textile & apparel	2,250	3,180	2,960	140	30	50	—
Printing & publishing	2,300	2,670	2,360	150	100	50	—
Other non-durables	960	1,260	960	230	30	30	—
Transport., commun., utilities	14,850	24,020	20,400	1,390	1,030	1,070	130
Trade	44,000	71,420	60,780	5,540	3,060	1,910	140
Wholesale	12,270	15,950	14,020	1,330	400	200	—
Retail	31,730	55,470	46,760	4,210	2,660	1,710	140
Finance, insur., real estate	10,160	19,180	17,470	910	470	270	50
Services and miscell.	31,470	60,690	50,700	4,130	3,220	2,500	140
Hotels	4,690	15,900	11,200	2,000	1,550	1,100	40
Other services & miscell.	26,780	44,800	39,500	2,120	1,670	1,400	100
Government	50,390	78,140	68,290	4,650	2,600	2,160	430
Federal	27,290	32,840	31,970	370	180	300	30
Air Force	2,780	3,430	3,350	—	—	90	—
Army	5,120	6,020	5,960	40	10	—	—
Navy	10,990	12,090	12,090	—	—	—	—
Other	8,400	11,300	10,570	330	170	210	30
State	15,030	34,920	28,390	3,160	1,780	1,270	320
Local	8,070	10,380	7,940	1,120	650	600	80
Agriculture	13,450	11,620	2,740	3,260	2,270	1,740	1,610
Sugar	8,030	5,720	920	1,830	1,400	1,560	—
Pineapple	3,990	3,220	1,100	—	500	60	1,570
Other	1,430	2,680	720	1,430	370	120	40
Non-agr. self-employed, unpaid family workers, & domestics	20,590	26,800	19,970	3,290	2,100	1,340	90
Agric. self-employed & unpaid family workers	5,100	4,590	1,400	2,260	580	280	60

NA Not available

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Estimates* (monthly and annual) and records.

Table 91.—PRIVATE EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW: 1952 TO 1970

Year	Covered employment	Average annual wage (dollars)	Total wages (\$1,000)	Year	Covered employment	Average annual wage (dollars)	Total wages (\$1,000)
1952	98,477	2,935	289,054	1961	153,170	4,190	641,796
1953	100,996	2,985	301,491	1962	154,297	4,332	668,355
1954	99,292	3,046	302,431	1963	157,798	4,478	706,637
1955	102,787	3,118	320,476	1964	163,464	4,737	774,313
1956	107,267	3,196	342,863	1965	171,468	4,939	846,892
1957	111,474	3,392	378,108	1966	181,160	5,149	932,709
1958	114,167	3,620	413,317	1967	186,810	5,364	1,002,002
1959	139,550	3,690	514,993	1968	195,419	5,852	1,143,641
1960	148,607	4,067	604,400	1969	213,594	6,375	1,361,576
				1970	228,466	6,849	1,564,654

County and industry	Covered employment	Average annual wage (dollars)	Total wages (\$1,000)
Counties, 1970:			
City and County of Honolulu	186,257	7,046	1,312,404
County of Hawaii	18,070	6,184	111,745
County of Kauai	9,232	5,690	52,529
County of Maui	14,907	5,902	87,977
Industries, 1970:			
Agriculture, forestry, fisheries	11,250	6,214	69,905
Mining, contract construction	25,773	10,896	280,818
Manufacturing	25,531	7,120	181,784
Transportation	14,619	8,501	124,269
Communications	7,009	9,482	66,456
Electric, gas, sanitary services	2,415	10,585	25,562
Wholesale trade	16,107	8,083	130,196
Retail trade	53,259	4,586	244,230
Finance, insurance, real estate	17,437	7,670	133,749
Services	54,993	5,588	307,291
Nonclassifiable establishments	74	5,324	394

Source: Hawaii Department of Labor and Industrial Relations, *Employment and Payrolls in Hawaii* (annual, 1952-1968) and records.

Table 92.—WAGE AND SALARY RATES FOR SPECIFIED OCCUPATIONS: 1841 TO 1972

Occupation and year	Annual salary (dollars)	Occupation and year	Monthly salary (dollars)	Occupation and year	Daily wage (dollars)
Chief executive: ¹		Policeman: ²		Sugar workers: ³	
1844	6,000	1843	3.50	1841-44	0.125
1860	16,000	1847	6.00	1854	0.11-0.25
1872	22,500	1861	20.00	1863	0.31-0.38
1888 ⁴	57,588	1873-77	20-22	1888-90	0.60-0.86
1898	12,000	1888	30	1902	0.64
1900	5,000	1903	60	1910	0.70
1910	7,000	1904	75	1915	0.74
1921	10,000	1932	135	1929	1.82
1949	15,000	1940	158	1935	1.70
1956	19,000	1950	245	1941	2.48
1959	25,000	1960	444	1946	5.28
1962	27,500	1966	504	1947	7.63
1965	33,500	1969	555	1957	11.20
1969	38,182	1972	612	1967	21.25
1970	42,000			1971	26.08

¹King to 1893; President, 1893-1899; Governor, 1900 to present. For selected years before 1900; thereafter for each year in which a change was authorized.

²Beginning salary for Honolulu policemen. For selected years.

³Data for 1902-1915 refer to field workers only. Data for 1935 and succeeding years are averages for non-supervisory employees in the industry. Data refer to cash wages only and do not include value of "employee benefits" (\$10.00 a day in 1971) or various workers' perquisites (housing, hospitalization, and sometimes food) provided prior to December 1946.

⁴Includes \$20,000 for privy purse and \$37,588 revenue from rental of Crown lands.

Source: Robert C. Schmitt, "Statistics on Income in Hawaii, 1825-1966," *Hawaii Historical Review, Selected Readings* (Hawaiian Historical Society, 1969), pp. 274-292; Hawaiian Sugar Planters' Association. *HSPA Sugar Manual 1971*, p. 6 and records; *Session Laws of Hawaii 1969*, Act 127; Honolulu Police Department, records, Sugar workers' daily wages for 1863-1929 computed from weekly or monthly data, assuming six working days per week or 26 per month.

Table 93.—MEDIAN EARNINGS OF PERSONS IN THE EXPERIENCED LABOR FORCE DURING THE PREVIOUS YEAR: 1940 TO 1970

Sex	1940 ¹	1950 ¹	1960 ²	1970 ³				
				State total	City and Co. of Hon.	Hawaii County	Kauai County	Maui County
Male	659	2,504	4,353	8,055	8,518	6,672	6,474	6,721
Female	520	1,772	2,407	4,208	4,307	3,893	3,765	3,689

¹Median wage or salary income received by persons 14 years old and over reporting wages or salary of \$100 or more.

²Median earnings of all persons 14 years old and over with earnings.

³Median earnings of all persons 16 years old and over with earnings.

Source: *U.S. Census of Population: 1950*, Bulletin P-C52, table 69; *U.S. Census of Population: 1960*, Final Report PC(1)-13C, table 68; *U.S. Census of Population: 1970*, Final Report PC(1)-C13, tables 57 and 122.

Table 94.—AVERAGE ANNUAL WAGES PER WORKER IN MANUFACTURING: 1899 TO 1969

Year	All employees (\$)¹	Production workers (\$)²	Year	All employees (\$)¹	Production workers (\$)²
1899	461	403	1958	3,424	2,906
1909	369	357	1963	4,279	3,585
1919	738	666	1967	5,496	4,574
1939	785	674	1968	5,812	4,777
1954	3,164	2,602	1969	6,079	5,073

¹Total payroll divided by total employment.

²Total wage payments divided by average number of production workers.

Source: Robert C. Schmitt, "Statistics on Income in Hawaii, 1825-1966," *Hawaii Historical Review, Selected Readings* (Hawaiian Historical Society, 1969), pp. 274-292; U.S. Bureau of the Census, *Annual Survey of Manufactures: 1968*, M68(AS)-6, and *Annual Survey of Manufactures: 1969*, M69(AS)-6.9, p. 5.

Table 95.—HOURS AND EARNINGS IN SELECTED INDUSTRIES: 1961 AND 1971

Industry	Average weekly earnings (dollars)		Average weekly hours		Average hourly earnings (dollars)	
	1961	1971	1961	1971	1961	1971
Contract construction	118.34	223.50	38.8	37.5	3.05	5.96
Manufacturing	72.39	133.73	38.3	39.8	1.89	3.36
Communications, utilities	106.30	181.04	41.2	42.2	2.58	4.29
Trades¹	65.64	100.87	35.1	33.4	1.87	3.02
Finance	84.03	118.08	—	—	—	—
Hotels	55.27	77.43	32.9	29.0	1.68	2.67
Laundries	46.25	76.47	37.6	35.9	1.23	2.13

¹Wholesale and retail, excluding eating and drinking places.

Source: Hawaii Dept. of Labor and Industrial Relations, records.

Table 96.—AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY: 1953 TO 1971

Survey date	Monthly rates (dollars)				Hourly rates (dollars)		
	Junior typist	Clerk stenographer	Secretary	Civil engineer (entry)	Laborer (heavy)	Hi-lift operator	Auto mechanic
1953	193	247	317	405	1.15	1.36	1.72
1961	244	318	373	481	1.53	1.89	2.37
1968	327	423	487	668	2.16	2.88	3.32
1969	357	450	522	768	2.37	3.15	3.53
1970	372	474	547	866	2.50	3.46	3.79
1971	396	500	678	881	2.68	3.35	4.18

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

Table 97.—INDUSTRIAL ACCIDENTS, DEATHS, AND INSURANCE PAYMENTS: 1919 TO 1970

Year	Accidents		Deaths		Insurance payments (\$1,000)
	Number	Rate ¹	Number	Rate ²	
1919-1921 ³	3,039	20.20	22	8.5	40
1929-1931 ³	6,251	29.38	17	4.7	34
1939-1941 ³	10,720	42.03	22	4.8	98
1949-1951 ³	21,466	80.06	36	7.0	698
1959-1961 ³	27,592	79.40	19	3.0	4,279
1965	29,436	72.75	21	3.0	5,977
1966	30,473	71.52	30	4.2	5,665
1967	29,491	66.87	27	3.7	11,396
1968	32,056	68.91	38	5.2	10,279
1969	35,790	70.86	32	4.3	7,418
1970	37,405	69.12	40	5.2	12,528

¹Accidental injuries per 1,000,000 estimated employee-hours.

²Accidental deaths per 100,000 civilian population.

³Annual averages.

Source: Robert K. Hasegawa, Director of Labor and Industrial Relations, testimony before Senate Ways and Means Committee, January 25, 1972.

Table 98.—LABOR UNION MEMBERSHIP: 1968

Kind of union	Unions	Membership
All categories	(NA)	70,000
Affiliated with AFL-CIO	44	36,000
Unaffiliated with AFL-CIO	(NA)	34,000
National unions ¹	11	27,000
Local unions ²	(NA)	7,000

NA Not available.

¹ILWU, Teamsters, United Electrical Workers, and other unaffiliated national unions.

²Unaffiliated unions limited to a single locality or single establishment or employer.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Directory of National and International Labor Unions in the United States, 1969*, Bulletin 1665.