

## Section 11

# LABOR FORCE, EMPLOYMENT, AND EARNINGS

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

The civilian labor force averaged 398,000 in 1978; of this total, 367,000 persons were employed and 31,000 were unemployed and seeking work. The civilian jobcount rose from 298,000 in 1968 to 414,000 a decade later, an increase of 39 percent. (The jobcount differs from employment because the latter counts multiple jobholders -- "moonlighters" -- only once.) The unemployment rate averaged 7.8 percent in 1978, with island levels ranging from 6.9 to 11.6 percent. In 1976, 57.9 percent of all females 16 years old and over were in the civilian labor force -- the third highest ratio in the nation. By occupation, one out of six civilian workers is classified as professional or technical. Activities with especially large numbers of employees include government (87,000 in 1978, about 34 percent of them in federal jobs), services (89,000), and retail trade (79,000). The average annual earnings of wage and salary workers under the Hawaii Employment Security Law reached \$10,903 in 1977, almost twice the 1967 average. Average weekly hours in 1978 ranged from 31.4 (for retail trade) to 44.4 (for communications and utilities). Labor union membership was estimated at 140,000 in 1976. Work stoppages in 1978 involved 1,800 workers.

Analyzing labor force trends is greatly complicated by recent shifts in sources and estimating methods. Prior to 1970, the number of employed civilians was estimated from data on the number of jobs covered by the Hawaii State Employment Security Law; workers holding more than one job were accordingly counted more than once. From 1970 to 1975, the same source was used, but the totals were adjusted to exclude the double-counting thought to be present. Then, beginning in 1976, the labor force estimates were based on the Current Population Survey, a relatively small household survey subject to considerable sampling variation. The 1970-1975 estimates were later revised for greater comparability with the 1976-1978 data.

Principal sources for the data on labor force, employment, hours, earnings, unions and strikes are the decennial reports of the U.S. Bureau of the Census, the same agency's 1976 Survey of Income and Education, various studies by the U.S. Bureau of Labor Statistics, monthly and annual tabulations by the Hawaii State Department of Labor and Industrial Relations, the OEO 1975 Census Update surveys, and annual surveys 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 13 of the Statistical Abstract of the United States: 1978.

Table 169.-- EMPLOYMENT STATUS, BY SEX: SPRING 1976

[Excludes inmates of institutions and members of the armed forces in military barracks or aboard ships. Because of these omissions, the 1976 data are not comparable with results of the 1970 census.]

Sex	Popula- tion, 16 years and over <u>1/</u>	Civilian labor force		Em- ployed	Unem- ployed: per- cent <u>2/</u>
		Number	Per- cent <u>3/</u>		
Both sexes	575,000	392,000	68.1	351,000	10.3
Male .....	276,000	219,000	79.3	196,000	10.2
Female .....	299,000	173,000	57.9	155,000	10.5

1/ Includes armed forces living off post or with their families on post.

2/ Of the civilian labor force.

3/ Of persons 16 years old and over. The percent for females was exceeded only by those reported for Alaska and the District of Columbia.

Source: U.S. Bureau of the Census, "Demographic, Social, and Economic Profile of States: Spring 1976," Current Population Reports, Population Characteristics, Series P-20, No. 334, January 1979, table 31.

Table 170.-- EMPLOYMENT STATUS: ANNUAL AVERAGES, 1970 TO 1978

Year and area	Civilian labor force	Civilian employment	Unemployed	
			Number	Percent
1970 .....	321,550	305,650	15,900	4.9
1971 .....	336,800	313,450	23,350	6.9
1972 .....	351,000	324,050	26,950	7.7
1973 .....	364,600	338,350	26,250	7.2
1974 .....	375,000	345,350	29,650	7.9
1975 .....	383,900	352,050	31,850	8.3
1976 .....	397,000	358,000	39,000	9.8
1977 .....	403,000	373,000	30,000	7.4
1978 .....	398,000	367,000	31,000	7.8
ISLANDS: 1977				
Oahu .....	317,850	294,650	23,200	7.3
Hawaii .....	36,400	33,050	3,350	9.2
Kauai and Niihau ...	17,850	16,650	1,150	6.5
Mauai County .....	30,900	28,650	2,300	7.4
Lanai .....	1,650	1,550	150	8.1
Maui .....	26,150	24,300	1,850	7.0
Molokai .....	3,100	2,800	300	10.2
ISLANDS: 1978				
Oahu .....	313,900	290,100	23,800	7.6
Hawaii .....	35,550	31,950	3,600	10.2
Kauai and Niihau ...	17,450	16,250	1,200	6.9
Mauai County .....	31,100	28,700	2,350	7.6
Lanai .....	1,700	1,550	200	10.8
Maui .....	26,150	24,350	1,800	6.9
Molokai .....	3,200	2,850	350	11.6

Source: Hawaii State Department of Labor and Industrial Relations, Labor Force Data Book (March 1978), pp. 1-16, as revised.

Table 171.-- ETHNIC STOCK OF EMPLOYED AND UNEMPLOYED PERSONS, FOR SPECIFIED AREAS: 1975

[Not available for Kauai County.]

Ethnic stock	Oahu		Hawaii County		Maui County	
	Employed	Unemployed	Employed	Unemployed	Employed	Unemployed
Total .....	248,755	28,532	26,095	2,668	24,648	2,650
Caucasian, exc. Portuguese .	56,588	8,284	4,019	610	5,856	812
Japanese .....	88,438	5,923	10,228	675	7,665	501
Filipino .....	26,363	3,190	2,432	151	3,702	317
Hawaiian .....	2,317	257	540	60	505	38
Part Hawaiian .....	28,671	5,093	4,539	610	3,876	672
Chinese .....	18,060	1,104	381	8	230	-
Korean .....	3,813	604	85	37	100	-
Portuguese .....	7,108	811	2,042	214	1,061	80
Puerto Rican .....	956	151	211	35	80	9
Samoan .....	1,271	541	38	22	38	13
Black .....	1,432	418	21	20	57	-
Mixed, exc. Part Hawaiian ..	11,335	1,658	1,329	218	1,295	171
Other .....	2,405	497	150	8	174	37
Not available .....	-	-	79	-	8	-

Source: Hawaii State Department of Labor and Industrial Relations, Labor Force Information for Affirmative Action Programs (April 1978), tables 7 and 8.

Table 172.-- JOBCOUNT, BY COUNTIES: ANNUAL AVERAGES, 1968 TO 1978

Year	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County <sup>1/</sup>			
					Total	Maui	Lanai	Molokai
1968 ...	297,900	240,250	25,990	12,310	19,350	16,460		2,890
1969 ...	317,880	258,470	26,590	12,760	20,070	17,350		2,720
1970 ...	331,580	270,310	28,410	12,540	20,320	17,410		2,920
1971 ...	339,070	276,260	29,000	12,960	20,840	18,090		2,730
1972 ...	349,950	285,900	29,450	13,050	21,550	18,900	900	1,700
1973 ...	365,050	298,900	30,150	13,600	22,250	19,800	900	1,550
1974 ...	374,650	306,350	31,000	13,600	23,650	21,150	900	1,600
1975 ...	380,900	308,550	32,350	14,550	25,400	22,950	1,000	1,450
1976 ...	387,000	312,100	33,000	15,250	26,600	24,100	950	1,500
1977 ...	398,600	319,900	34,100	15,900	28,450	23,000	350	1,350
1978 ...	413,550	331,300	34,850	16,650	30,700	24,950	350	1,350

<sup>1/</sup> Jobcounts for agriculture (wage and salary, self-employed, unpaid family workers) and domestics not included in island breakdown for Maui County for 1977 and 1978.

Source: Hawaii State Department of Labor and Industrial Relations, Labor Force Data Book (March 1978), tables 9-56, as revised; Labor Force Statistics, Bull. No. 70-F and 72-F; printouts for 1968-1969.

Table 173.-- JOBCOUNT, BY INDUSTRY: ANNUAL AVERAGES, 1972 TO 1978

Industry	1972	1975	1976	1977	1978
Nonagriculture, wage and salary ..	312,700	342,800	349,200	359,400	373,600
Contract construction .....	23,600	26,350	21,400	19,750	20,400
Manufacturing .....	24,900	23,650	23,400	23,200	23,550
Durable goods .....	4,550	4,800	4,550	4,600	4,700
Nondurable goods .....	20,350	18,850	18,800	18,600	18,850
Food processing .....	12,550	11,250	11,300	11,250	11,750
Sugar .....	4,450	4,450	4,350	3,950	4,150
Pineapple .....	4,250	3,800	2,850	3,050	3,250
Other .....	3,800	4,000	4,050	4,250	4,350
Textile, apparel .....	3,550	3,400	3,300	3,250	3,250
Printing, publishing .....	2,800	2,650	2,700	2,700	2,700
Other nondurables .....	1,450	1,550	1,550	1,350	1,250
Transp., commun., utilities ..	24,800	26,400	27,100	28,200	28,550
Transportation .....	14,800	17,450	18,200	19,200	19,700
Communication .....	7,350	6,400	6,400	6,500	6,350
Utilities .....	2,650	2,600	2,500	2,500	2,500
Trade .....	75,250	83,750	87,900	92,200	96,150
Wholesale .....	15,150	15,850	16,050	16,600	17,000
Retail .....	60,100	67,900	71,800	75,550	79,150
Finance, insur., real estate .	20,200	24,250	24,700	25,650	28,500
Services and miscellaneous ...	64,550	76,400	79,900	84,750	89,350
Hotels .....	17,600	19,950	20,900	22,100	23,050
Other services, misc. ....	47,000	56,500	59,000	62,650	66,300
Government .....	79,400	82,000	84,800	85,700	87,050
Federal .....	32,700	30,550	29,850	29,300	29,350
Air Force .....	3,400	3,300	3,200	3,050	2,850
Army .....	6,000	5,300	4,950	4,750	4,500
Navy .....	11,800	11,100	11,050	11,200	11,750
Other .....	11,500	10,850	10,600	10,250	10,250
State .....	35,300	38,700	41,350	42,650	43,350
Local .....	11,450	12,750	13,600	13,800	14,350
Agriculture, wage and salary .....	11,200	11,050	11,050	11,300	11,600
Sugar .....	5,550	5,200	5,050	5,000	4,950
Pineapple .....	2,950	2,300	2,200	2,400	2,550
Other .....	2,700	3,550	3,800	3,900	4,100
Nonagric., self-employed <u>1/</u> .....	21,300	22,050	22,050	23,000	23,500
Agric., self-employed <u>2/</u> .....	4,600	4,800	4,450	4,400	4,700
Labor disputes .....	150	200	250	500	150

Footnotes and source follow next table.

Table 174 -- JOBCOUNT, BY INDUSTRY, BY COUNTIES: ANNUAL AVERAGE: 1978

Industry	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County
Nonagriculture, wage and salary ..	373,600	309,600	26,050	13,650	24,350
Contract construction .....	20,400	17,100	1,250	500	1,550
Manufacturing .....	23,550	17,400	2,750	1,300	2,150
Durable goods .....	4,700	4,100	250	(Z)	350
Nondurable goods .....	18,850	13,300	2,450	1,300	1,850
Food processing .....	11,750	6,800	2,150	1,200	1,600
Textile, apparel .....	3,250	3,100	(NS)	(NS)	(NS)
Printing, publishing .....	2,700	2,350	(NS)	(NS)	(NS)
Other nondurables .....	1,250	1,050	(NS)	(NS)	(NS)
Transp., commun., utilities ..	28,550	23,500	1,900	1,650	1,500
Transportation .....	19,700	16,600	(NS)	(NS)	(NS)
Communication .....	6,350	5,050	(NS)	(NS)	(NS)
Utilities .....	2,500	1,800	(NS)	(NS)	(NS)
Trade .....	96,150	80,250	6,500	3,250	6,200
Wholesale .....	17,000	15,050	1,050	300	600
Retail .....	79,150	65,200	5,500	2,950	5,550
Finance, insur., real estate .	28,500	25,000	950	800	1,800
Services and miscellaneous ...	89,350	72,550	6,450	3,450	6,900
Hotels .....	23,050	14,550	3,250	1,650	3,550
Other services, misc. ....	66,300	58,000	3,200	1,750	3,350
Government .....	87,050	73,850	6,250	2,700	4,250
Federal .....	29,350	28,350	450	250	250
State .....	43,350	35,100	3,950	1,600	2,700
Local .....	14,350	10,400	1,850	850	1,300
Agriculture, wage and salary .....	11,600	2,950	3,550	1,600	3,400
Sugar .....	4,950	850	1,450	1,400	1,200
Pineapple .....	2,550	1,000	-	-	1,550
Other .....	4,100	1,150	2,100	200	650
Nonagric., self-employed <u>1/</u> .....	23,500	17,650	2,400	1,100	2,350
Agric., self-employed <u>2/</u> .....	4,700	950	2,850	300	600
Labor disputes .....	150	150	(Z)	(Z)	(Z)

Z Fewer than 50.

NS Not shown separately.

1/ Includes unpaid family workers and domestics.2/ Includes unpaid family workers.

Source: Hawaii State Department of Labor and Industrial Relations, Labor Force Data Book (March 1978), pp. 17-76, as revised.

Table 175.-- OCCUPATION, BY SEX: 1977

[Excludes persons in institutions or military barracks, or on Niihau. Based on a sample survey of 17,295 persons.]

Occupation	Both sexes	Male	Female
Employed civilians, 16 and over ...	361,050	201,588	159,462
Professional and technical workers .....	55,827	30,851	24,976
Farmers and farm managers .....	2,161	1,599	562
Managers, officials, proprietors .....	50,107	36,288	13,819
Clerical workers .....	73,257	16,374	56,883
Sales workers .....	26,948	12,111	14,838
Craftsmen and foremen .....	40,877	38,743	2,133
Operatives .....	31,952	22,705	9,247
Private household workers .....	960	-	960
Service workers .....	51,802	22,145	29,656
Farm laborers and foremen .....	6,083	4,358	1,725
Laborers, except farm .....	12,982	11,766	1,216
Occupation not reported .....	8,094	4,647	3,448

Source: Hawaii State Department of Health and Department of Planning and Economic Development, Population Characteristics of Hawaii, 1977 (Population Report, No. 11, January 1979), p. 10.



Table 176-- EMPLOYMENT AND WAGES COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES: 1967 TO 1977

Year	Number of employers, Dec.	Average employment	Wages and salaries	
			Total (\$1,000)	Per worker (dollars)
INCLUDING GOVERNMENT				
1967 .....	12,136	253,202	1,436,992	5,675
1968 .....	12,557	264,646	1,623,711	6,135
1969 .....	13,183	284,782	1,958,177	6,876
1970 .....	13,593	302,259	2,243,951	7,424
1971 .....	13,904	310,658	2,384,785	7,677
1972 .....	14,563	321,352	2,569,893	7,997
1973 .....	15,346	336,026	2,849,172	8,479
1974 .....	15,914	342,683	3,114,073	9,087
1975 .....	16,558	349,887	3,417,547	9,767
1976 .....	17,130	356,217	3,685,818	10,347
1977 .....	17,831	366,555	3,996,746	10,903
EXCLUDING GOVERNMENT <u>1/</u>				
1976 .....	17,124	271,406	2,601,789	9,586
1977 .....	17,825	280,836	2,816,521	10,029
NON-AGRICULTURAL <u>1/</u>				
1976 .....	16,567	260,297	2,493,750	9,580
1977 .....	17,267	269,554	2,706,712	10,041

1/ These data are similar (but not exactly comparable) to those for 1966-1976 presented in The State of Hawaii Data Book 1978, table 193, p. 181.

Source: Hawaii State Department of Labor and Industrial Relations, Employment and Payrolls in Hawaii (annual) and records.

Table 177.-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, BY INDUSTRY: 1977

Industry	Number of employers, Dec.	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
All industries .....	17,831	366,555	3,996,746	10,903
Government .....	6	85,719	1,180,225	13,768
Federal .....	1	29,276	492,845	16,834
State .....	1	42,667	517,697	12,133
County .....	4	13,776	169,682	12,317
Private .....	17,825	280,836	2,816,521	10,029
Agriculture, forestry, fisheries ..	558	11,282	109,809	9,733
Sugar .....	17	5,111	57,624	11,274
Pineapple .....	3	2,459	23,021	9,362
Other .....	538	3,712	29,165	7,857
Mining and contract construction ..	1,650	19,742	326,561	16,541
Manufacturing .....	706	23,577	260,770	11,060
Sugar mills .....	15	3,768	47,768	12,677
Pineapple canning .....	3	3,537	28,708	8,116
Other food processing .....	167	4,362	45,101	10,340
Other manufacturing .....	521	11,910	139,193	19,687
Transportation .....	692	19,177	259,811	13,548
Communications .....	68	6,512	100,585	15,446
Utilities .....	46	2,499	39,543	15,823
Wholesale trade: Durable .....	806	9,037	120,948	13,384
Non-durable .....	825	7,877	89,601	11,375
Retail trade .....	4,343	75,635	515,921	6,821
Eating and drinking places .....	1,391	28,792	143,999	5,001
Other retail trade .....	2,952	46,843	371,922	7,940
Finance, insurance, real estate ..	2,124	23,376	263,992	12,293
Services .....	5,950	81,760	725,955	8,879
Hotels, rooming houses .....	186	22,313	175,602	7,870
Medical and other health services	1,104	14,200	176,181	12,407
Other services .....	4,660	45,247	374,172	8,270
Nonclassifiable establishments ....	57	362	3,025	8,355

Source follows next table.

Table 178.-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, BY COUNTIES OR ISLANDS: 1977

Island or county	Including government		Excluding government			
	Number of employers, Dec.	Average employment	Number of employers, Dec.	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
State total ..	17,831	366,555	17,825	280,836	2,816,521	10,029
Oahu .....	13,890	299,272	13,887	226,263	2,310,456	10,211
Hawaii County .....	1,755	27,977	1,752	21,922	205,867	9,391
Maui County .....	1,459	25,228	1,456	21,192	198,399	9,362
Kauai County .....	733	14,078	730	11,459	101,800	8,884

Source: Hawaii State Department of Labor and Industrial Relations, 1977 Employment and Payrolls in Hawaii (September 1978).

Table 179.-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, BY INDUSTRY: 1978

Industry	Number of employers, Dec.	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
All industries .....	18,844	384,538	4,461,003	11,601
Government .....	6	87,972	1,257,268	14,292
Federal .....	1	30,322	540,215	17,816
State .....	1	43,395	538,699	12,414
County .....	4	14,255	178,354	12,512
Private .....	18,838	296,566	3,203,734	10,803
Agriculture, forestry, fisheries ..	410	11,141	118,879	10,670
Mining and contract construction ..	1,775	20,672	368,519	17,827
Manufacturing .....	725	23,935	285,478	11,927
Sugar mills .....	15	3,746	52,861	14,111
Pineapple canning .....	3	3,654	30,798	8,428
Other food processing .....	164	4,549	51,553	11,333
Other manufacturing .....	868	11,986	150,260	12,536
Transportation .....	734	19,961	297,420	14,900
Communications .....	69	6,362	112,029	17,610
Utilities .....	42	2,498	43,242	17,311
Wholesale trade: Durable .....	798	8,363	123,306	14,745
Non-durable .....	877	8,840	103,852	11,748
Retail trade .....	4,500	80,805	589,228	7,292
Eating and drinking places .....	1,478	31,793	169,470	5,330
Other retail trade .....	3,022	49,012	419,758	8,564
Finance, insurance, real estate ...	2,451	26,647	319,496	11,990
Services .....	6,425	87,158	840,487	9,643
Hotels, rooming houses .....	175	22,548	195,861	8,686
Medical and other health services	1,206	15,567	210,039	13,492
Other services .....	5,044	49,043	434,587	8,861
Nonclassifiable establishments ....	32	184	1,799	9,791

Source: Hawaii State Department of Labor and Industrial Relations, ES-202 tabulations (quarterly).

Table 180.— AVERAGE ANNUAL WAGE AND SALARY PAYMENTS PER WORKER,  
BY CLASS OF WORKER: 1970, 1977, AND 1978

Class of worker	1970	1977	1978	Percent change	
				1970 -1978	1977 -1978
<b>CURRENT DOLLARS</b>					
Total .....	7,424	10,903	11,601	56.3	6.4
Federal .....	9,752	16,834	17,816	82.7	5.8
State .....	8,759	12,133	12,414	41.7	2.3
County .....	8,726	12,317	12,512	43.4	1.6
Private .....	6,849	10,029	10,803	57.7	7.7
<b>CONSTANT (1978) DOLLARS</b>					
Total .....	13,425	12,061	11,601	-13.6	-3.8
Federal .....	17,635	18,622	17,816	1.0	-4.3
State .....	15,839	13,421	12,414	-21.6	-7.5
County .....	15,779	13,625	12,512	-20.7	-8.2
Private .....	12,385	11,094	10,803	-12.8	-2.6
<b>PERCENT OF FAMILY BUDGET</b>					
Total .....	58.1	52.2	50.2	-13.6	-3.8
Federal .....	76.3	80.6	77.1	1.0	-4.3
State .....	68.6	58.1	53.7	-21.7	-7.6
County .....	68.3	59.0	54.2	-20.6	-8.1
Private .....	53.6	48.0	46.8	-12.7	-2.5
Family budget <u>1/</u> .....	12,776	20,883	23,099	80.8	10.6
Index (1978 = 100)..	55.3	90.4	100.0	...	...

1/ Intermediate budget for an urban family of four persons on Oahu, as estimated by the U.S. Bureau of Labor Statistics. Includes consumption, gifts and contributions, social security and disability payments, and personal income taxes.

Source: Average wages from Hawaii State Department of Labor and Industrial Relations, Employment and Payrolls in Hawaii (annual) and ES-202 tabulations (quarterly). Family budgets from U.S. Bureau of Labor Statistics, annual releases.

Table 181.-- HOURS AND EARNINGS IN SPECIFIED INDUSTRIES: ANNUAL AVERAGES, 1968 TO 1978

Industry <u>1/</u>	Ave. weekly earnings (dollars)			Average weekly hours			Ave. hourly earnings (dollars)		
	1968	1977	1978	1968	1977	1978	1968	1977	1978
Construction .....	189.74	352.36	385.40	38.1	35.7	36.6	4.98	9.87	10.53
Manufacturing .....	111.84	209.38	227.74	39.8	38.0	38.6	2.81	5.51	5.90
Food processing .....	98.89	188.33	204.72	39.4	38.2	38.7	2.51	4.93	5.29
Textile and apparel .....	74.87	111.78	124.69	38.2	35.6	37.0	1.96	3.14	3.37
Printing and publishing .....	145.24	268.76	289.88	36.4	34.5	34.8	3.99	7.79	8.33
Communication, utilities .....	158.92	311.28	352.54	43.9	42.7	44.4	3.62	7.29	7.94
Trade <u>2/</u> .....	85.50	147.74	158.07	34.2	33.2	33.0	2.50	4.45	4.79
Wholesale .....	111.74	207.59	219.84	38.8	38.3	38.3	2.88	5.42	5.74
Retail <u>2/</u> .....	73.83	128.93	138.47	32.1	31.6	31.4	2.30	4.08	4.41
Finance, insur., real estate ..	100.65	164.11	166.48	...	...	...	...	...	...
Hotels .....	75.48	137.38	155.20	33.4	31.8	32.4	2.26	4.32	4.79
Laundries .....	74.99	110.66	129.60	40.1	34.8	36.1	1.87	3.18	3.59

1/ Data for 1968 based on 1967 Standard Industrial Classification (SIC) code; 1977 and 1978 based on 1972 SIC.

2/ Excludes eating and drinking establishments.

Source: Hawaii State Department of Labor and Industrial Relations, Labor Force Data Book (March 1978), pp. 79, 82, and 85; Labor Area News, March 1979; and records.

Table 182.-- AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS: 1973 AND 1978

[In dollars]

Job classification	Total employment <sup>1/</sup>		Private employment, by island: 1978				
	1973	1978	State average	Kauai	Oahu	Maui	Hawaii
MONTHLY RATES							
Junior typist .....	459	660	658	...	653	...	709
Clerk-stenographer .....	606	821	809	...	785	1,181	940
Secretary .....	647	970	884	926	881	905	889
Accountant (entry level) .	746	1,009	1,014	...	1,011	...	...
Drafting technician .....	671	...	...	...	...	...	...
Civil engineer (entry level) .....	841	1,000	...	...	...	...	...
Hospital attendant .....	448	675	674	673	679	619	...
Staff nurse .....	809	1,164	1,141	1,084	1,142	1,135	...
HOURLY RATES							
Housekeeper .....	...	3.876	3.876	3.892	3.883	3.824	3.878
Cook, general .....	3.895	5.857	5.793	6.076	5.660	5.920	6.429
Waiter/waitress .....	1.992	2.676	2.670	2.700	2.665	2.662	2.698
Laborer (light) .....	2.862	4.619	4.719	4.552	5.017	4.582	4.177
Carpenter (maintenance) ..	4.870	7.538	6.588	6.665	6.775	6.273	5.970
Electrician (maintenance).	5.314	9.155	7.539	6.385	7.971	6.773	7.179
Automotive mechanic .....	4.863	7.267	7.090	6.498	7.648	6.514	6.572
Truck driver (1 1/2-5 tons)	4.066	6.056	5.521	4.988	5.904	5.004	4.975

<sup>1/</sup> Statewide average for both private and government employment.  
 Source: Hawaii Employers Council, Pay Rates in Hawaii (annual).

Table 183.-- MINIMUM WAGE CHRONOLOGY: 1942 TO 1981  
 [In dollars]

Effective date	Oahu	Other islands
1942: April 1 <u>1/</u> .....	0.25	0.20
1943: July 1 .....	0.30	0.25
1945: July 1 .....	0.40	0.40
1953: July 1 .....	0.65	0.55
1955: July 1 .....	0.75	0.65
1957: July 1 .....	0.90	0.85
1958: July 1 .....	1.00	1.00
1962: July 1 .....	1.15	1.15
1964: January 1 .....	1.25	1.25
1969: July 1 .....	1.40	1.40
1970: July 1 .....	1.60	1.60
1974: July 1 .....	2.00	2.00
1975: July 1 .....	2.40	2.40
1978: July 1 .....	2.65	2.65
1979: July 1 .....	2.90	2.90
1980: July 1 .....	3.10	3.10
1981: July 1 .....	3.35	3.35

1/ Inception of minimum wage law.

Source: Hawaii State Department of Labor and Industrial Relations, records.



Table 184.-- LABOR TURNOVER RATES FOR MANUFACTURING (EXCEPT PINEAPPLE CANNING): 1968 TO 1978

Year	Annual accession rates <u>1/</u>		Annual separation rates <u>2/</u>		
	Total	New hires	Total	Quits	Layoffs
1968 .....	3.4	2.4	3.0	1.5	0.4
1969 .....	3.5	2.9	3.1	1.9	0.2
1970 .....	2.8	2.1	3.2	1.6	0.7
1971 .....	2.2	1.5	2.3	1.1	0.5
1972 <u>3/</u> ..	2.2	1.8	2.4	1.2	0.4
1973 .....	2.5	2.1	2.4	1.4	0.3
1974 .....	2.3	1.8	2.3	1.2	0.5
1975 .....	2.2	1.6	2.2	1.0	0.6
1976 .....	2.4	1.3	2.5	0.8	1.0
1977 .....	2.5	1.5	2.4	0.9	0.7
1978 .....	2.9	1.4	2.9	1.0	1.3

1/ Number of additions per 100 employees.

2/ Number of terminations per 100 employees.

3/ Rates for 1972 and later years based on 1972 SIC codes.

Source: Hawaii State Department of Labor and Industrial Relations, Labor Force Data Book (March 1978), pp. 95 and 96, as updated, and records.

Table 185.-- INTERSTATE MOVEMENT OF JOB-SEEKERS:  
1970 TO 1978

Year	Island workers on the Mainland <u>1/</u>	Mainland workers in Hawaii <u>2/</u>	Ratio <u>3/</u>
1970 .....	5,078	6,062	119
1971 <u>4/</u> .....	6,215	6,908	111
1972 <u>4/</u> .....	6,124	5,994	98
1973 .....	5,255	6,116	116
1974 .....	5,924	6,988	118
1975 .....	7,607	8,785	115
1976 .....	7,458	8,334	112
1977 .....	5,846	8,154	139
1978 .....	4,313	6,261	145

1/ Interstate liable initial claims (UI & Supp.), excluding UCFE & Supp. and UCX. Covers Hawaii workers seeking work and filing for benefits on the Mainland.

2/ Interstate agent initial claims (UI & Supp.), excluding UCFE & Supp. 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.

4/ Excludes extended claims, authorized for the period from October 1971 to December 1972. Including extended (as well as regular) claims, interstate liable claims numbered 6,386 in 1971 and 7,255 in 1972; interstate agent claims, 6,950 in 1971 and 6,368 in 1972.

Source: Hawaii State Department of Labor and Industrial Relations, records.

Table 186.-- WORK DISABILITY STATUS OF PERSONS 18 TO 64 BY SEX: 1976

Sex	Total persons 16 to 24 years old	Total re- porting on work dis- ability status	Percent with a work disability <sup>1/</sup>			
			Total	Prevented from working	Not prevented from working but not able to work regularly	Able to work regularly
Both sexes ...	507,000	502,000	9.2	3.5	1.1	4.6
Male .....	256,000	253,000	8.7	2.8	0.7	5.2
Female .....	251,000	249,000	9.7	4.2	1.5	4.0

<sup>1/</sup> A person is classified as "with a work disability" if he has a health condition that limits the kind or amount of work he can do.

Source: U.S. Bureau of the Census, "Demographic, Social, and Economic Profile of States: Spring 1976," Current Population Reports, Population Characteristics, Series P-20, No. 334, January 1979, table 30, pp. 78-81.

Table 187.-- INDUSTRIAL ACCIDENTS, DEATHS, AND INSURANCE PAYMENTS:  
1970 TO 1978

Year	Accidents		Deaths		Insurance payments (\$1,000)
	Number	Rate <u>1/</u>	Number	Rate <u>2/</u>	
1970 ...	37,405	68.56	40	5.2	12,528
1971 ...	34,561	61.62	21	2.6	16,665
1972 ...	34,901	59.93	45	5.5	18,773
1973 ...	36,277	59.06	61	7.3	19,548
1974 ...	37,646	60.47	72	8.5	18,341
1975 ...	40,435	62.53	59	6.8	22,503
1976 ...	38,721	58.60	39	4.4	27,760
1977 ...	37,393	55.26	50	5.6	23,652
1978 ...	38,869	54.61	(NA)	(NA)	32,847

NA Not available.

1/ Accidental injuries per 1,000,000 estimated non-federal wage and salary employee hours.

2/ Accidental deaths per 100,000 total resident population.

Source: Hawaii State Department of Labor and Industrial Relations, records.

Table 188.-- MEMBERSHIP IN LABOR UNIONS AND EMPLOYEE ASSOCIATIONS:  
1964 TO 1976

Year	Total unions and associations	Labor unions				Professional and State employee associations
		Total <u>1/</u>	Affiliated with AFL-CIO	Unaffiliated		
				National	Local unions	
1964 ...	(NA)	49,000	24,000	24,000	(NA)	(NA)
1966 ...	(NA)	62,000	31,000	25,000	7,000	(NA)
1968 ...	77,000	70,000	36,000	27,000	7,000	7,000
1970 ...	89,000	82,000	45,000	30,000	7,000	8,000
1972 ...	123,000	115,000	78,000	30,000	7,000	9,000
1974 ...	129,000	121,000	84,000	29,000	7,000	8,000
1976 ...	140,000	129,000	95,000	33,000	(Z)	12,000

Z Less than 500.

NA Not available.

1/ Equivalent to 23.6 percent of nonagricultural employment in 1964, 27.9 percent in 1970, and 36.2 percent in 1974.

Source: U.S. Department of Labor, Bureau of Labor Statistics, records; Statistical Abstract of the United States (annual).

Table 189.-- MEMBERSHIP IN LABOR UNIONS, BY CLASS OF WORKER AND ISLAND:  
1973

Labor union membership	Total employment		Private employment	
	State total	Oahu	State total	Oahu
All workers <u>1/</u> ....	325,100	267,000	249,100	201,000
Organized .....	130,700	97,200	90,400	65,500
AFL-CIO .....	89,100	73,500	60,100	50,600
Teamsters .....	5,900	5,700	5,900	5,700
ILWU .....	23,600	8,500	23,600	8,500
Others .....	12,100	9,500	800	700
Not organized .....	194,400	169,800	158,700	135,500

1/ As of October 1973. Excludes self-employed, domestics, and unpaid family workers.

Source: Hawaii Employers Council, Estimated Union Membership in Hawaii (Research Report No. 1211, January 1974).

Table 190.-- WORK STOPPAGES: 1977 AND 1978

[Estimated by Hawaii State Department of Labor and Industrial Relations.]

Year	Number of work stoppages	Workers involved	Man-days lost
1977 .....	12	9,670	206,795
1978 .....	14	1,774	33,990

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

Table 191.-- WORK STOPPAGES: 1967 TO 1977

[Estimated by U.S. Bureau of Labor Statistics.]

Year	Number of stoppages begun in year	Workers involved <u>1/</u>	Man-days idle during year	Percent of estimated nonagricultural working time
1967 .....	40	11,000	87,000	0.20
1968 .....	14	8,000	252,000	0.32
1969 .....	26	18,000	205,000	0.03
1970 .....	22	6,800	152,700	0.26
1971 .....	21	3,700	32,200	0.05
1972 .....	21	9,300	73,700	0.12
1973 .....	11	9,600	97,100	0.12
1974 .....	24	17,900	462,700	0.55
1975 .....	13	1,900	32,400	0.04
1976 .....	20	3,000	35,300	0.04
1977 <u>2/</u> ..	8	14,700	666,000	0.74
ISLANDS:				
1977				
Oahu <u>2/</u> ..	8	14,700	666,000	(NA)
Others ...	-	-	-	0

NA Not available.

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

2/ Mean duration was 66.2 days.

Source: U.S. Bureau of Labor Statistics data summarized in Statistical Abstract of the United States (annual); U.S. Bureau of Labor Statistics, Work Stoppages ... (annual reports), and records.