

## 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, unionization, and strikes.

The civilian labor force averaged 399,000 in 1979; of this total, 374,000 persons were employed and 25,000 were unemployed and seeking work. The civilian jobcount rose from 318,000 in 1969 to 437,000 a decade later, an increase of 37 percent. (The jobcount differs from employment because the latter counts multiple jobholders -- "moonlighters" -- only once.) The unemployment rate averaged 6.3 percent in 1979, with island levels ranging from 5.6 to 11.3 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 (86,000 in 1979, about 34 percent of them in federal jobs), services (98,000), and retail trade (86,000). The average annual earnings of wage and salary workers under the Hawaii Employment Security Law reached \$12,400 in 1979, almost twice the 1969 average. Average weekly hours in 1979 ranged from 31.8 (for retail trade) to 44.2 (for communications and utilities). Labor union membership was estimated at 134,000 in 1978. Work stoppages in 1979 involved 10,380 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 1976-1979 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: 1979.

Table 208.-- 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		Employed	Unemployed: percent <u>2/</u>
		Number	Percent <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 209.-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE:  
ANNUAL AVERAGES, 1970 TO 1979

Year	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 ....	382,950	351,100	31,850	8.3
1976 ....	396,000	357,000	39,000	9.8
1977 ....	404,000	374,000	30,000	7.4
1978 ....	400,000	369,000	31,000	7.8
1979 ....	399,000	374,000	25,000	6.3

Source: Hawaii State Department of Labor and Industrial Relations, Labor Force Data Book (March 1978), pp. 1-2, as revised.

Table 210.-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,  
BY ISLANDS: ANNUAL AVERAGES, 1978 AND 1979

Year and island	Civilian labor force	Civilian employment	Unemployed	
			Number	Percent
1978				
State total ....	400,000	369,000	31,000	7.8
Oahu .....	314,750	290,950	23,800	7.6
Hawaii .....	35,900	32,300	3,600	10.1
Kauai and Niihau ....	17,600	16,400	1,200	6.9
Maui County .....	31,750	29,350	2,400	7.5
Lanai .....	1,750	1,550	200	10.8
Maui .....	26,550	24,750	1,850	6.9
Molokai .....	3,450	3,100	400	10.9
1979				
State total ....	399,000	374,000	25,000	6.3
Oahu .....	313,850	294,750	19,100	6.1
Hawaii .....	35,250	32,400	2,850	8.1
Kauai and Niihau ....	17,500	16,550	1,000	5.6
Maui County .....	32,400	30,350	2,050	6.3
Lanai .....	1,650	1,600	100	5.7
Maui .....	27,200	25,650	1,550	5.7
Molokai .....	3,550	3,150	400	11.3

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

Table 211.-- 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 212.-- JOBCOUNT, BY COUNTIES: ANNUAL AVERAGES, 1969 TO 1979

Year	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County <u>1/</u>			
					Total	Maui	Lanai	Molokai
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 ...	417,500	334,400	35,400	16,650	30,950	25,300	350	1,400
1979 ...	437,100	350,550	36,350	17,350	32,750	27,250	350	1,450

1/ Jobcounts for agriculture (wage and salary, self-employed, unpaid family workers) and domestics not included in island breakdown for Maui County for 1977 through 1979.

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 1969.

Table 213.-- JOBCOUNT, BY INDUSTRY: ANNUAL AVERAGES, 1972 TO 1979

Industry	1972	1976	1977	1978	1979
Nonagriculture, wage and salary	312,700	349,200	359,400	377,300	396,600
Contract construction .....	23,600	21,400	19,750	20,650	22,950
Manufacturing .....	24,900	23,400	23,200	23,700	23,650
Durable goods .....	4,550	4,550	4,600	4,700	4,650
Nondurable goods .....	20,350	18,800	18,600	19,000	19,000
Food processing .....	12,550	11,300	11,250	11,700	11,550
Sugar .....	4,450	4,350	3,950	4,150	4,050
Pineapple .....	4,250	2,850	3,050	3,200	3,200
Other .....	3,800	4,050	4,250	4,300	4,300
Textile, apparel .....	3,550	3,300	3,250	3,250	3,300
Printing, publishing .....	2,800	2,700	2,750	2,850	2,900
Other nondurables .....	1,450	1,550	1,350	1,200	1,250
Transp., commun., utilities ..	24,800	27,100	28,200	28,800	30,350
Transportation .....	14,800	18,200	19,200	19,950	21,100
Communication .....	7,350	6,400	6,500	6,350	6,750
Utilities .....	2,650	2,500	2,500	2,500	2,500
Trade .....	75,250	87,900	92,200	97,900	104,450
Wholesale .....	15,150	16,050	16,600	17,200	18,200
Retail .....	60,100	71,800	75,550	80,700	86,250
Finance, insur., real estate .	20,200	24,700	25,650	28,850	30,250
Services and miscellaneous ...	64,550	79,900	84,750	90,300	98,450
Hotels .....	17,600	20,900	22,100	22,850	24,950
Other services, misc. ....	47,000	59,000	62,650	67,450	73,500
Government .....	79,400	84,800	85,700	87,050	86,500
Federal .....	32,700	29,850	29,300	29,350	29,700
Air Force .....	3,400	3,200	3,050	2,850	2,750
Army .....	6,000	4,950	4,750	4,500	4,250
Navy .....	11,800	11,050	11,200	11,750	11,850
Other .....	11,500	10,600	10,250	10,250	10,800
State .....	35,300	41,350	42,650	43,350	43,300
Local .....	11,450	13,600	13,800	14,350	13,500
Agriculture, wage and salary ...	11,200	11,050	11,300	11,550	10,800
Sugar .....	5,550	5,050	5,000	4,900	4,950
Pineapple .....	2,950	2,200	2,400	2,550	2,550
Other .....	2,700	3,800	3,900	4,100	3,300
Nonagric., self-employed <u>1</u> / ....	21,300	22,050	23,000	23,800	24,450
Agric., self-employed <u>2</u> / .....	4,600	4,450	4,400	4,700	4,550
Labor disputes .....	150	250	500	150	700

Footnotes and source follow next table.

Table 214.-- JOBCOUNT BY INDUSTRY, BY COUNTIES: ANNUAL AVERAGE, 1979

Industry	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County	
					Total	Maui only <u>3/</u>
Nonagriculture, wage and salary	396,600	328,100	27,700	14,350	26,500	25,050
Contract construction .....	22,950	18,500	1,700	850	1,900	1,850
Manufacturing .....	23,650	17,450	2,800	1,250	2,150	2,150
Durable goods .....	4,650	4,000	300	(Z)	350	(NS)
Nondurable goods .....	19,000	13,450	2,500	1,200	1,800	(NS)
Food processing .....	11,550	6,700	2,150	1,100	1,600	(NS)
Sugar .....	4,050	3,450	(NS)	(NS)	(NS)	(NS)
Pineapple .....	3,200		(NS)	(NS)	(NS)	(NS)
Other .....	4,300		(NS)	(NS)	(NS)	(NS)
Textile, apparel .....	3,300	3,150	(NS)	(NS)	(NS)	(NS)
Printing, publishing ....	2,900	2,600	(NS)	(NS)	(NS)	(NS)
Other nondurables .....	1,250	1,000	(NS)	(NS)	(NS)	(NS)
Transp., commun., utilities .	30,350	25,200	1,950	1,600	1,600	1,450
Transportation .....	21,100	18,000	(NS)	(NS)	(NS)	(NS)
Communication .....	6,750	5,350	(NS)	(NS)	(NS)	(NS)
Utilities .....	2,500	1,850	(NS)	(NS)	(NS)	(NS)
Trade .....	104,450	87,250	7,000	3,450	6,800	6,600
Wholesale .....	18,200	16,050	1,150	350	700	700
Retail .....	86,250	71,200	5,800	3,100	6,100	5,900
Finance, insur., real estate	30,250	26,250	1,100	850	2,050	2,000
Services and miscellaneous ..	98,450	80,000	6,950	3,600	7,900	7,450
Hotels .....	24,950	15,750	3,050	1,750	4,350	4,000
Other services, misc. ....	73,500	64,200	3,850	1,850	3,550	3,400
Government .....	86,500	73,450	6,250	2,700	4,100	3,600
Federal .....	29,700	28,500	600	300	300	250
Air Force .....	2,750	2,600	(NS)	(NS)	(NS)	(NS)
Army .....	4,250	4,200	(NS)	(NS)	(NS)	(NS)
Navy .....	11,850	11,800	(NS)	(NS)	(NS)	(NS)
Other .....	10,800	9,850	(NS)	(NS)	(NS)	(NS)
State .....	43,300	35,100	3,950	1,600	2,650	2,300
Local .....	13,500	9,850	1,700	800	1,150	1,000
Agriculture, wage and salary ..	10,800	2,800	3,250	1,600	3,150	(NS)
Sugar .....	4,950	850	1,450	1,450	1,200	(NS)
Pineapple .....	2,550	1,050	-	-	1,500	(NS)
Other .....	3,300	900	1,850	150	400	(NS)
Nonagric., self-employed <u>1/</u> ...	24,450	18,200	2,500	1,150	2,550	2,200
Agric., self-employed <u>2/</u> .....	4,550	900	2,850	250	550	(NS)
Labor disputes .....	700	550	50	(Z)	(Z)	(Z)

Footnotes and source on next page.

Table 214.-- JOBCOUNT BY INDUSTRY, BY COUNTIES: ANNUAL AVERAGE, 1979 -- Con.

Z Fewer than 50.

NS Not shown separately.

1/ Includes unpaid family workers and domestics.

2/ Includes unpaid family workers.

3/ Data for island of Maui only, excluding Molokai and Lanai.

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

Table 215.-- CIVILIAN JOBCOUNT PROJECTIONS, BY INDUSTRIAL SECTORS:  
1985 TO 2000

(In thousands. Excludes armed forces but not their dependents.  
Job data count multiple job-holders more than once.)

Sector	1985	1990	1995	2000
All civilian jobs .....	470.2	508.2	540.8	566.7
Wage and salary jobs .....	439.6	476.1	507.4	532.2
Sugar: Field .....	4.0	3.6	3.2	2.8
Processing .....	3.6	3.3	3.0	2.7
Pineapple: Field .....	2.1	2.0	1.9	1.7
Processing .....	2.4	2.2	2.0	1.9
Other agriculture .....	3.2	3.4	3.5	3.4
Other food processing .....	4.8	5.1	5.2	5.3
Hotels .....	34.0	39.3	43.4	45.7
Government: State and local .....	67.8	74.4	81.4	88.9
Federal .....	33.8	35.4	37.0	38.5
Construction .....	27.0	27.2	27.0	26.6
Manufacturing, exc. food proc. ....	12.6	12.1	11.5	10.8
Transportation .....	22.1	23.3	23.7	23.4
Communication and utilities .....	9.5	9.7	9.8	9.7
Trade, exc. eating and drinking ...	72.0	77.3	81.7	84.7
Eating and drinking places .....	37.6	41.1	43.3	43.7
Banking, finance, real estate .....	30.6	34.7	39.0	43.2
Other services .....	72.4	81.9	91.0	99.2
Self-employed .....	30.5	32.1	33.4	34.5

Source follows next table.



Table 216.-- CIVILIAN JOBCOUNT PROJECTIONS, BY COUNTIES:  
1985 TO 2000

(In thousands. Excludes armed forces but not their dependents.  
Job data count multiple job-holders more than once.)

County	1985	1990	1995	2000
State total .....	470.2	508.2	540.8	566.7
City and County of Honolulu ...	373.5	397.8	416.8	429.9
County of Hawaii .....	41.2	45.7	49.8	53.1
County of Kauai .....	18.8	21.7	24.6	27.8
County of Maui .....	36.5	43.0	49.6	55.9

Source: Hawaii State Department of Planning and Economic  
Development, Revised Population and Economic Projections 1975-2000  
(March 1, 1978; second printing, August 1, 1979).

Table 217.-- INDUSTRY BY SEX: 1979

(Excludes persons in institutions or military barracks, or on Niihau.  
Based on a sample survey of 6,015 persons 16 years old and over.)

Industry <u>1/</u>	Both sexes	Male	Female
Civilian workers, 16 years old and over	363,057	201,811	161,246
Agriculture .....	15,143	11,242	3,901
Construction and mining .....	26,713	24,733	1,979
Manufacturing .....	25,160	15,662	9,498
Transportation, communication, utilities ...	28,197	19,371	8,826
Wholesale and retail trade .....	81,585	36,614	44,971
Finance, insurance and real estate .....	27,588	12,488	15,100
Services .....	109,178	48,340	60,838
Public administration, except armed forces .	44,195	31,074	13,122
Not reported .....	5,299	2,288	3,011

1/ Because of revisions in industrial codes, these tabulations are  
not directly comparable to those in earlier tabulations from the Hawaii  
Health Surveillance Program.

Source: Hawaii State Department of Health, Hawaii Health  
Surveillance Program, special tabulation.

Table 218.-- OCCUPATION, BY SEX: 1979

(Excludes persons in institutions or military barracks, or on Niihau.  
Based on a sample survey of 6,015 persons 16 years old and over.)

Occupation <u>1/</u>	Both sexes	Male	Female
Employed civilians, 16 and over	363,057	201,811	161,246
Professional and technical workers .	60,025	33,984	26,041
Farmers and farm managers .....	1,560	1,074	486
Managers, officials, proprietors ...	47,443	31,404	16,039
Clerical workers .....	60,883	13,442	47,441
Sales workers .....	31,964	15,457	16,507
Craftsmen and foremen .....	45,256	43,452	1,804
Operatives .....	26,938	18,283	8,655
Private household workers .....	1,359	62	1,296
Service workers .....	58,300	22,088	36,212
Farm laborers and foremen .....	6,504	4,422	2,081
Laborers, except farm .....	16,933	15,224	1,709
Occupation not reported .....	5,893	2,919	2,974

1/ Because of revisions in occupation codes, these tabulations are not directly comparable to those for 1977 in the Data Book 1979, table 175.

Source: Hawaii State Department of Health, Hawaii Health Surveillance Program, special tabulation.

Table 219.-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES: 1969 TO 1979

Year	Number of employers, December	Average employment	Wages and salaries	
			Total (\$1,000)	Per worker (dollars)
<b>INCLUDING GOVERNMENT</b>				
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	3,417,570	9,767
1976 .....	17,130	356,217	3,685,818	10,347
1977 .....	17,831	366,555	3,996,746	10,903
1978 .....	18,847	383,451	4,459,594	11,630
1979 .....	19,639	400,963	4,983,844	12,429
<b>EXCLUDING GOVERNMENT</b>				
1975 .....	16,552	267,805	2,439,226	9,108
1976 .....	17,124	271,406	2,601,789	9,586
1977 .....	17,825	280,836	2,816,521	10,029
1978 .....	18,841	296,454	3,202,300	10,802
1979 .....	19,633	314,447	3,689,161	11,732
<b>NON-AGRICULTURAL <u>1/</u></b>				
1975 .....	16,041	256,720	2,335,946	9,099
1976 .....	16,567	260,297	2,493,750	9,580
1977 .....	17,267	269,554	2,706,712	10,041
1978 .....	18,431	285,313	3,083,421	10,807
1979 .....	19,213	303,305	3,551,436	11,709

1/ Data for 1975-1977 exclude approximately 850 persons employed by condominium associations, classified as agricultural in 1975-1977 but non-agricultural before 1975 and after 1977.

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

Table 220.-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, BY INDUSTRY: 1979

Industry	Number of employers, Dec.	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
All industries .....	19,639	400,963	4,983,844	12,429
Government .....	6	86,516	1,294,683	14,965
Federal .....	1	29,699	571,281	19,236
State .....	1	43,268	545,586	12,609
County .....	4	13,549	177,816	13,124
Private .....	19,633	314,447	3,689,161	11,732
Agriculture, forestry, fisheries ...	420	11,142	137,725	12,361
Sugar .....	13	4,709	71,447	15,172
Pineapple .....	5	2,482	28,545	11,501
Other .....	402	3,951	37,733	9,550
Mining and contract construction ...	1,816	23,465	446,605	19,033
Manufacturing .....	748	24,163	314,843	13,030
Sugar mills .....	14	3,820	60,737	15,900
Pineapple canning .....	3	3,530	33,312	9,437
Other food processing .....	160	4,499	54,196	12,046
Other manufacturing .....	571	12,314	166,597	13,529
Transportation .....	783	21,188	345,197	16,292
Communications .....	76	6,778	126,190	18,618
Utilities .....	40	2,523	50,407	19,979
Wholesale trade: Durable .....	816	8,819	139,866	15,860
Non-durable .....	908	9,469	116,998	12,356
Retail trade .....	4,626	84,723	664,558	7,844
Eating and drinking places .....	1,497	33,500	189,940	5,670
Other retail trade .....	3,129	51,223	474,618	9,266
Finance, insurance, real estate .....	2,662	29,014	378,977	13,062
Services .....	6,693	93,029	966,432	10,389
Hotels, rooming houses, etc. ....	180	23,735	218,954	9,225
Medical and other health services ..	1,292	16,773	237,618	14,167
Other services .....	5,221	52,521	509,860	9,708
Nonclassifiable establishments .....	45	134	1,365	10,259

Source follows next table.

Table 221.-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, BY COUNTIES OR ISLANDS: 1979

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 ..	19,639	400,963	19,633	314,447	3,689,161	11,732
Oahu .....	15,105	326,127	15,102	252,732	3,009,677	11,909
Hawaii County .....	1,985	30,448	1,982	24,120	261,133	10,826
Maui County .....	1,714	29,192	1,711	25,109	288,715	11,498
Kauai County .....	841	15,196	838	12,486	129,636	10,382

Source: Hawaii State Department of Labor and Industrial Relations, 1979 Employment and Payrolls in Hawaii (September 1980).

Table 222.-- LABOR TURNOVER RATES IN MANUFACTURING: 1972 TO 1979

(Turnover per 100 wage and salary employees. Excludes pineapple canning.)

Year	Accessions			Separations		
	Total	New hires	Re-calls <u>1/</u>	Total	Quits	Layoffs
1972 ....	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	0.6	2.5	0.8	1.0
1977 ....	2.5	1.5	0.6	2.4	0.9	0.7
1978 ....	2.9	1.4	1.2	2.9	1.0	1.3
1979 ....	3.2	1.8	1.0	3.4	1.2	1.4

1/ Not available before 1976.

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

Table 223.-- AVERAGE ANNUAL WAGE AND SALARY PAYMENTS PER WORKER,  
BY CLASS OF WORKER: 1970, 1978, AND 1979

Class of worker	1970	1978	1979	Percent change	
				1970- 1979	1978- 1979
<b>CURRENT DOLLARS</b>					
Total .....	7,424	11,630	12,429	67.4	6.9
Federal .....	9,752	18,409	19,236	97.3	4.5
State .....	8,759	12,414	12,609	44.0	1.6
County .....	8,726	12,512	13,124	50.4	4.9
Private .....	6,849	10,802	11,732	71.3	8.6
<b>CONSTANT (1979) DOLLARS</b>					
Total .....	14,998	12,994	12,429	-17.1	-4.3
Federal .....	19,701	20,569	19,236	-2.4	-6.5
State .....	17,695	13,870	12,609	-28.7	-9.1
County .....	17,628	13,980	13,124	-25.6	-6.1
Private .....	13,836	12,069	11,732	-15.2	-2.8
Family budget 1/ .....	12,776	23,099	25,799	101.9	11.7
Index (1979=100) .....	49.5	89.5	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 records. Family budgets from U.S. Bureau of Labor Statistics, annual releases.

Table 224.-- HOURS AND EARNINGS UNSPECIFIED INDUSTRIES: ANNUAL AVERAGES,  
1969 TO 1979

Industry <u>1/</u>	Ave. weekly earnings (dollars)			Average weekly hours			Ave. hourly earn- ings (dollars)		
	1969	1978	1979	1969	1978	1979	1969	1978	1979
Contract construction .....	213.44	385.40	397.80	40.5	36.6	36.0	5.27	10.53	11.05
Manufacturing .....	119.59	227.74	244.35	39.6	38.6	38.3	3.02	5.90	6.38
Food and kindred products	105.18	204.72	217.74	39.1	38.7	38.0	2.69	5.29	5.73
Communication and utilities	160.76	352.54	378.35	43.1	44.4	44.2	3.73	7.94	8.56
Trade <u>2/</u> .....	89.23	158.07	173.01	33.8	33.0	33.4	2.64	4.79	5.18
Wholesale trade .....	117.20	219.84	238.23	38.3	38.3	38.3	3.06	5.74	6.22
Retail trade <u>2/</u> .....	77.20	138.47	151.69	31.9	31.4	31.8	2.42	4.41	4.77
Finance .....	106.47	166.48	174.83	...	...	...	...	...	...
Hotels .....	75.60	155.20	166.52	31.9	32.4	31.9	2.37	4.79	5.22
Laundries .....	69.78	129.60	144.77	35.6	36.1	37.8	1.96	3.59	3.83

1/ Data for 1969 based on 1967 Standard Industrial Classification (SIC) code; 1978 and 1979 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, as revised), pp. 79-A, 82-A, and 85-A, and records.

Table 225.--AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS:  
1974 AND 1979

[In dollars]

Job classification	Total employ- ment <sup>1/</sup>		Private employment, by island: 1979				
	1974	1979	State average	Kauai	Oahu	Maui	Hawaii
MONTHLY RATES							
Junior typist .....	504	712	712	...	708	...	...
Clerk-stenographer .....	624	828	873	...	843	1,198	...
Secretary .....	697	994	934	980	933	966	909
Accountant (entry level) ...	796	1,013	1,031	...	1,022	...	...
Drafting technician .....	793	1,017	...	...	...	...	...
Civil engineer (entry level)	842	1,044	...	...	...	...	...
Hospital attendant .....	497	730	734	...	742	673	724
Staff nurse .....	869	1,207	1,209	...	1,209	1,168	1,283
HOURLY RATES							
Housekeeper .....	2.936	4.197	4.197	4.217	4.193	4.182	4.233
Cook, general .....	4.349	6.306	6.319	6.889	6.163	6.460	6.666
Waiter/waitress .....	2.101	2.897	2.894	2.928	2.888	2.901	2.924
Laborer (light) .....	3.069	4.684	4.822	4.883	4.604	5.024	4.742
Carpenter (maintenance) ...	5.427	7.913	7.036	6.797	7.329	6.911	6.111
Electrician (maintenance) ..	5.929	9.456	7.997	6.859	8.304	7.728	7.752
Automotive mechanic .....	5.247	7.634	7.557	6.997	8.059	7.138	7.144
Truck driver (1 1/2-5 tons).	4.363	6.387	5.946	5.590	6.147	5.835	5.494

<sup>1/</sup> Statewide average for both private and government employment.

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



Table 226.-- 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 227.-- INTERSTATE MOVEMENT OF JOB-SEEKERS: 1974 TO 1979

Calendar year	Island workers on the Mainland <u>1/</u>		Mainland workers in Hawaii <u>2/</u>		Ratio <u>3/</u>
	Total <u>4/</u>	Regular only	Total <u>4/</u>	Regular only	
1974 .....	5,924	5,924	6,988	6,988	118
1975 .....	9,425	7,607	9,478	8,785	115
1976 .....	9,934	7,458	8,994	8,334	112
1977 .....	7,090	5,846	8,846	8,154	139
1978 .....	4,469	4,313	6,533	6,261	145
1979 <u>5/</u> .....	4,272	4,272	5,250	5,250	123

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 (regular only) as a percent of interstate liable initial claims (regular only). Ratios under 100 suggest a net out-migration of workers.

4/ Regular and extended claims. Extended claims were included from February 1975 through March 1978.

5/ The method of counting liable and agent initial claims was revised effective October 1979. Data for 1979 are accordingly not directly comparable with figures for earlier years.

Source: Hawaii State Department of Labor and Industrial Relations, information supplied January 24, 1980.

Table 228.-- 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 <u>1/</u>			
			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

1/ 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 229.-- INDUSTRIAL ACCIDENTS, DEATHS, AND INSURANCE PAYMENTS:  
1970 TO 1979

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	8.4	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	54.76	50	5.6	23,652
1978 ....	38,869	54.10	48	5.3	32,847
1979 ....	43,057	57.01	49	5.4	42,573

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 230.-- RECORDABLE OCCUPATIONAL INJURIES AND ILLNESSES OF NONGOVERNMENTAL WORKERS: 1972 TO 1978

Year	Injuries and illnesses		Lost workdays
	Number	Rate <u>1/</u>	
1972 .....	25,578	13.4	129,900
1973 .....	28,842	13.9	151,600
1974 .....	29,399	13.8	161,100
1975 <u>2/</u> .....	26,600	12.7	175,691
1976 <u>2/</u> .....	24,592	11.1	173,675
1977 <u>2/</u> .....	23,820	10.7	157,830
1978 <u>2/</u> .....	26,399	11.3	168,225

1/ Per 100 full-time workers.

2/ Data exclude agricultural employers with fewer than 11 employees.

Source: Hawaii State Department of Labor and Industrial Relations, 1977 Occupational Injuries and Illnesses Survey, State of Hawaii, p., 6, and records.

Table 231.-- RECORDABLE OCCUPATIONAL INJURIES AND ILLNESSES OF  
NONGOVERNMENTAL WORKERS: 1976 AND 1977

Subject	1976 total	1977		
		Total	Injuries	Illnesses
Recordable cases .....	24,592	23,820	23,135	685
Lost workday cases .....	12,462	12,197	11,912	285
Lost workdays .....	173,675	157,830	153,624	4,206
Per lost workday case .....	14	13	13	15
Nonfatal cases without lost workdays.	12,113	11,600	11,206	394
Cases per 100 full-time workers .....	11.1	10.7	10.4	0.3
Agriculture .....	21.9	18.2	17.6	0.6
Mining .....	13.9	4.9	4.9	0
Construction .....	24.8	23.1	22.8	0.4
Manufacturing .....	16.2	16.6	16.0	0.6
Transportation, public utilities ..	12.7	12.7	12.6	0.1
Wholesale and retail trade .....	8.6	9.0	8.7	0.3
Finance, insurance, real estate ...	2.6	2.6	2.5	0.1
Services .....	9.1	8.6	8.3	0.3

Source: Hawaii State Department of Labor and Industrial Relations, 1977 Occupational Injuries and Illnesses Survey, State of Hawaii, p. 4.

Table 232.-- MEMBERSHIP IN LABOR UNIONS AND EMPLOYEE ASSOCIATIONS:  
1964 TO 1978

(Numbers in thousands)

Year	Total unions and associations		Labor unions				Employee associations <u>1/</u>
	Number	Percent <u>2/</u>	Total	Affiliated with AFL-CIO	Unaffiliated		
					National	Local unions	
1964 ..	(NA)	(NA)	49	24	24	(NA)	(NA)
1966 ..	(NA)	(NA)	62	31	25	7	(NA)
1968 ..	77	30.2	70	36	27	7	7
1970 ..	89	30.3	82	45	30	7	8
1972 ..	123	39.9	115	78	30	7	9
1974 ..	129	38.7	121	84	29	7	8
1976 ..	140	40.1	129	95	33	(Z)	12
1978 ..	134	35.8	120	94	27	(Z)	14

Z Fewer than 500.

NA Not available.

1/ Professional and State employee associations.

2/ Total union and association membership as a percent of non-agricultural employment. Union membership as a percent of nonagricultural employment was: 1964, 23.6; 1966, 26.6; 1970, 30.3; and 1974, 38.7.

Source: U.S. Department of Labor, Bureau of Labor Statistics, data supplied February 25, 1980.

Table 233.-- 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 234.-- WORK STOPPAGES: 1977 TO 1979

(As estimated by the Hawaii State Department of Labor and Industrial Relations. Data exclude stoppages lasting less than one full shift (8 hours) and stoppages affecting fewer than 6 workers.)

Year	Number of stoppages <u>1/</u>	Workers involved <u>1/</u>	Man-days lost <u>2/</u>
1977 .....	12	9,670	206,795
1978 .....	14	1,774	33,990
1979 .....	10	10,380	229,880

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

2/ Party estimated.

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

Table 235.-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE BARGAINING UNITS:  
1973 TO 1979

(As of December 31.)

Year	Total	State employees	County employees
1973 <sup>1/</sup> .....	35,293	26,453	8,840
1974 <sup>2/</sup> .....	37,005	26,904	10,101
1975 .....	38,778	28,791	9,987
1976 .....	39,738	29,816	9,922
1977 .....	40,190	30,083	10,107
1978 .....	40,760	30,360	10,400
1979 .....	40,026	30,123	9,903
Collective bargaining agent (union): 1979			
HGEA .....	15,773	12,134	3,639
HSTA .....	9,056	9,056	-
UPW .....	9,179	6,052	3,127
UHPA (UH faculty) .....	2,750	2,750	-
SHOPO (police officers) ....	1,880	-	1,880
HFFA (firefighters) .....	1,388	131	1,257

<sup>1/</sup> City and County of Honolulu as of February 1, 1974; Hawaii County as of January 15, 1974; Kauai County as of January 23, 1974.

<sup>2/</sup> Counties as of January 15, 1975.

Source: Hawaii Public Employment Relations Board, HPERB Informational Bulletin, No. 6, 8, 10, 12, 13, 14 and 15.



Table 236.-- WORK STOPPAGES: 1960 TO 1979

(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
1960 .....	32	5,000	16,000	(NA)
1961 .....	33	22,000	47,000	(NA)
1962 .....	34	4,000	71,000	0.19
1963 .....	27	23,000	176,000	0.47
1964 .....	26	3,000	8,00	0.02
1965 .....	24	8,000	45,000	0.11
1966 .....	28	5,000	44,000	0.10
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 .....	8	14,700	666,000	0.74
1978 .....	18	12,400	99,700	0.11
1979 <u>2/</u> .....	12	11,842	248,255	0.25
ISLANDS:				
1979 <u>2/</u>				
Oahu .....	10	11,694	246,911	(NA)
Others .....	2	148	1,344	(NA)

NA Not available.

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

2/ Preliminary.

Source: U.S. Bureau of Labor Statistics, information supplied June 24, 1980.